

**Fairburn View Primary School**

**Equality Information and Objectives**

**November 2022**

**Version: 1**

**Prepared By: J Allison**

**Date Taken to Governors:**

**Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Head Teacher – M Brownlee**

**Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Chair of Governors – Jonathan Foster**

**Review Date: November 2024**

At Fairburn View Primary School, we are committed to **equality**.  The school welcomes it duties under **The Equality Act 2010**. This provides a modern, single legal framework with three broad duties, under the Public Sector Equality Duty - <https://www.gov.uk/government/publications/public-sector-equality-duty> :

* Eliminate Discrimination
* Advance equality of opportunity
* Foster good relations

Fairburn View understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected Characteristic under the Equality Act 2010 covers the groups listed below:

* Age
* Disability
* Race, Colour, nationality, ethnic or national origin
* Sex (including transgender)
* Gender reassignment
* Maternity and pregnancy
* Religion and belief
* Sexual Orientation
* Marriage and Civil Partnership (for employees)

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

• Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

• Advance equality of opportunity between people who share a protected characteristic and people who do not.

• Foster good relations between people who share a protected characteristic and people who do not.

At Fairburn View Primary School, we follow the following principles:

* We make sure everyone is treated fairly and with respect.
* We make sure our school is a safe, secure and stimulating place for everyone.
* We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
* We recognise that for some pupils, extra support is needed to help them achieve and be successful.
* We try to make sure that people from different groups are consulted and involved in our school decisions, for example taking parents/carers thoughts into account.
* We aim to make sure that no one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant

or recently had a baby; their religion or beliefs

**Our Equality Objectives:**

1: To further raise awareness and increase the understanding of both staff and pupils with regards to legislation for Equality and Diversity.

2: To further enhance our curriculum and school environment with emphasis upon communities outside of our immediate catchment.

3: To ensure we maintain the highest expectations of success for **all pupils**.

4. Deal fairly and professionally with any prejudice-related incidents that may occur.

5. We will teach about difference and diversity, the impact of stereotyping, prejudice

and discrimination through PSHE, RSE and citizenship and across the curriculum.

6. We use materials and resources that reflect the diversity of the school population

and local community in terms of race, gender, sexual identity and disability, avoiding

stereotyping.

**Roles and Responsibilities:**

We believe that promoting equality is the responsibility of the whole school and wider community.

**The Governing Body –** Are responsible for making sure Fairburn View Primary School are following this policy and are compliant with the legal Legislation.

**Head Teacher and the Leadership Team –** Are responsible for promoting key messages, to staff, pupils and parents about Equality. They should ensure the fair treatment of all. This includes access to services and opportunities. Make sure staff are aware of their responsibility to and how to record and report prejudice related incidents.

**Teaching and Support Staff –** Design and deliver an inclusive curriculum, promoting all the shared values of Fairburn View Primary School. They understand their responsibility to record prejudice related issues.

**Pupils –** Are responsible for following the school values and objectives. They understand that prejudice of any kind is not acceptable and their responsibility to report this to school staff.