



Marsh Baldon CE Primary School

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Public Sector Equality Duty Statement

As an employer and an education provider, we are committed to ensuring equality of opportunity for all and to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

Through our teaching and learning and environment and ethos:

- 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 to achieve and be successful.
- We ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, staff and through the School Council.
- We actively 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 or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; pregnancy or maternity; their religion or beliefs; their sexual identity and orientation or socio-economic background.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. Marsh Baldon CE Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity.

General Duty

We welcome our general duty under the [Equality Act 2010](#) to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

The school has up-to-date and ratified policies and documents that support this Equality Statement. [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 share it.

Our Vision

'I came to give life, life in all its fullness' John 10:10

- Foster good relations between people who share a protected characteristic and people who do not share it.
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

These documents include our:

- Relationships and Behaviour policy
- Anti-bullying policy
- Child Protection and Safeguarding policy
- Personal, Social, Health Education (PSHE) policy
- SEN Information Report
- RE Policy
- Admissions criteria
- Stress at Work and Staff Wellbeing policy

Monitoring

The termly Headteacher's Report to the full governing board includes updates as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs.

All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly and updated to ensure equal opportunities for all.

At our school, careful analysis of performance/attainment data is used to identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the School Development Plan. The plan is reviewed annually and action plans developed accordingly. At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils.

We have an Equality Objectives plan for the coming year and our Public Sector Equality Objectives are:

- Ensure that all communication is as accessible as possible to all pupils, families, staff and visitors, regardless of needs
- Improve pupils' knowledge about the diversity in faith, cultures and religions in the UK and across the world
- Ensure that the curriculum and school covers, reflects and promotes diversity of role models (i.e. gender, disability, race, sexual orientation)
- Ensure that children from all socio-economic backgrounds are treated equally and have equal access to school life
- Continue to raise awareness of the Equality Policy and Plan with all members of the school community and clearly communicate key principles and aims

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