

## Equality Duty and Objectives



**As God's family we love, learn and play together.**

**At Frodsham CE Primary School we endeavour to:**

- Create a warm and welcoming ethos centred on shared Christian values.
- Develop happy, confident and resilient children who show respect for themselves and others, and make a positive contribution to their community.
- Make learning fun inside and outside of the classroom by providing a broad range of exciting and rich learning experiences which challenge and motivate all children.
- Recognise every child is unique, meet their individual needs and celebrate their achievements.
- Encourage all to be the best they can be.

Our core Christian values are: **Love Respect Kindness Community Faith Resilience**

**Presented to Staff and Governors: January 2019**  
**Person Responsible: Lucy Kirby**

**Next Review: January 2023**

### Equality Duty and Objectives

Frodsham CE Primary is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

This document describes how the Governing Body of Frodsham CE Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty.

We will have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics- between people who share a protected characteristic and people who do not share it.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages.
2. Take steps to meet different needs.
3. Encourage participation when it is disproportionately low.

In order to meet the general equality duty, we are required to carry out the following two specific duties:

- To publish information to demonstrate how we are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objective.

At Frodsham CE Primary, having due regard means:

- When making a decision or taking an action we assess whether it may have implications for people with particular protected characteristics.
- We consider equality implications before and at the time of developing policies.
- We assess the risk and extent of any adverse impact that might result from a policy or decision and the ways in which the risk may be eliminated.

The equality duty helps us to identify the following priorities and plan actions to improve outcomes:

- Identify any gaps in performance between different groups and diminish the difference.
- Ensure all children engage effectively in learning and individual needs are met.
- All children have the opportunity to engage in activities.

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- Bullying, behaviour and exclusion.
- Engage all parents.
- The equality duty is integrated into the carrying out of all the school's functions.
- The school records the steps it has taken to meet the duty.

At Frodsham CE Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

In order to further support our pupils, raise attainment and ensure inclusive teaching, we have set ourselves the following objectives:

1. To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils for example boys' attainment in writing, girls' attainment in maths.
2. To increase progress of disadvantaged children in reading, writing and maths so that the difference in attainment is diminishing.
3. To increase the attendance of disadvantaged children to ensure equity and fairness in access and engagement.
4. To become Stonewall School Champions by training all staff on homophobic, biphobic and transphobic bullying and gender stereotypes.
5. To ensure the curriculum teaches children about different families.

This information is to be reviewed annually by the Policy and Resources Committee and the objectives published once every four years.