



# Equality Duty Policy

Statutory Policy (Biennial Review)

## GOVERNORS' FINANCE & RESOURCES COMMITTEE

Date next due for review by committee	Reviewed by committee	Any Changes YES/NO	Approved by Committee/FGB
3 December 2020	New Policy to FGB	No	3 December 2020 (FGB)
19 January 2021	Objectives agreed by Committee	Yes	n/a
December 2021	7 October 2021	No	7 October 2021 (comm)
October 2023	9 November 2023	Updated	9 November 2023
October 2025	24 September 2025	No	24 September 2025
October 2027			

# Helmdon Primary School

## EQUALITIES INFORMATION

### Introduction

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools/Academies and Settings :

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- 3. Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

At Helmdon Primary School, we have considered how well we currently achieve these aims with regard to the protected equality groups: race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership. As a school we also recognise the importance of considering how well we provided for Previous Looked After (PLAC) and Looked After (LAC) children under this act.

In compiling this equality information we have:

- Identified evidence already in the School of equality within policies and practice and identified gaps.
- Examined how our School engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.

### OUR SCHOOL VISION

Every child at our school will have every opportunity to learn and grow in a safe, happy, healthy, respectful, challenging and purposeful environment.

### 1. SUMMARY OF OUR EQUALITIES EVIDENCE

- **In relation to RACE, the evidence we hold tells us**
  - We maintain an incident file, including detail of bullying and racist incidents.
- **In relation to DISABILITY, the evidence we hold tells us:**
  - We have a very good relationship with a range of agencies, eg. Autism Outreach, School Nurse, Educational Psychology
  - We have placed mental health as a priority and have a Mental Health subject leader
  - A SENDCo provides targeted support for pupils, staff and Parents and Carers

- **In relation to SEX, the evidence we hold tells us:**
  - We maintain separate tracking data by gender and identify concerns.
  - We ensure that whenever possible, all activities are open to both gender.
- **In relation to GENDER REASSIGNMENT the evidence we hold tells us:**
  - Not applicable at present.
- **In relation to AGE, the evidence we hold tells us:**
  - Pupils are treated as individuals, and receive age appropriate support and learning.
  - Our staff ages range from 20s to 60s.
  - Our Volunteers' ages range from post 16 to past retirement age.
- **In relation to PREGNANCY AND MATERNITY, the evidence we hold tells us:**
  - Not applicable for primary age pupils.
  - However, we have evidence that we strongly support expectant mothers on the school staff. This includes changes of duty as appropriate and planned support during maternity leave and upon return to work.
- **In relation to RELIGION AND BELIEFS, the evidence we hold tells us:**
  - Helmdon Primary School makes sure that our pupils have the opportunity to learn about other cultures and world religions.
  - We encourage visitors from other faiths and no faiths to the school, either in person or virtually.
- **In relation to SEXUAL ORIENTATION, the evidence we hold tells us:**
  - We proactively support and welcome all Parents and Carers and visitors from all sexual orientations.
- **In relation to MARRIAGE AND CIVIL PARTNERSHIP, the evidence we hold tells us:**
  - We proactively support and welcome all Parents, Carers and visitors from all and any family set ups

## 2. SUMMARY OF HOW WE CURRENTLY ENGAGE WITH PROTECTED GROUPS

- **In relation to RACE, the evidence we hold tells us:**
  - We are ready to provide support where necessary, for all Parents, Carers and pupils.
- **In relation to DISABILITY, the evidence we hold tells us:**
  - We are ready to provide support where necessary for individual pupils and their peers, bearing in mind the limitations of our site, which is on different levels, both within the building and in the outside space.
- **In relation to SEX, the evidence we hold tells us:**
  - We treat both sexes equally whilst supporting their choices.
- **In relation to GENDER REASSIGNMENT the evidence we hold tells us:**
  - Individuals or Parents and Carers would need to declare themselves and we would work together, as appropriate to be fully inclusive and supportive.
- **In relation to AGE, the evidence we hold tells us:**
  - We have a diverse age range amongst the staff team.
  - We have a diverse age range of Parents and Carers, grandparents, etc. volunteering in school in a range of capacities – Governors, PTA etc.

- **In relation to PREGNANCY AND MATERNITY, the evidence we hold tells us:**
  - We work with individuals where appropriate and are open to managing changes in job requirements, agreeing risk assessments and discussing needs where necessary.
- **In relation to RELIGION AND BELIEFS, the evidence we hold tells us:**
  - We help children learn about all religions and beliefs through a strong curriculum with links with leaders from various faiths, which help enhance the pupils' learning.
- **In relation to SEXUAL ORIENTATION, the evidence we hold tells us:**
  - We teach age appropriately through a strong PSHE coverage and our diversity book stock.

**3. SUMMARY OF OUR EQUALITY ANALYSIS (ie how effective and influential we think we currently are in achieving the 3 aims of this duty for each of the protected groups)**

- **In relation to RACE, the evidence we hold tells us:**
  - All staff, pupils parents and carers have equal opportunities.
- **In relation to DISABILITY, the evidence we hold tells us:**
  - Our SENCO and TA support is strong.
- **In relation to SEX, the evidence we hold tells us:**
  - We are aware of the importance in tracking differences between gender attainment so that we can address discrepancies.
- **In relation to GENDER REASSIGNMENT the evidence we hold tells us:**
  - General strategies would apply if applicable.
- **In relation to AGE, the evidence we hold tells us:**
  - Good provision, equality notices on job descriptions and advertising.
  - All employees and visitors treated with respect and without discrimination.
- **In relation to PREGNANCY AND MATERNITY, the evidence we hold tells us:**
  - We have strong systems in place to ensure a staff member would be supported.
- **In relation to RELIGION AND BELIEFS, the evidence we hold tells us:**
  - All religions and beliefs are welcomed and accommodated. Children have the opportunity to not partake in sharing food/prayers/services due to their beliefs and various families have opted for this provision. We aim to expose our children to a range of visitors from other cultures.
- **In relation to SEXUAL ORIENTATION, the evidence we hold tells us:**
  - At present we have no issues we are aware of.