



Equality information and objectives

2019 - 2021

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Equality Act 2010 requires all schools to comply with the Public Sector Equality Duty and two specific duties.

The Public Sector Equality Duty is a duty on public bodies and others carrying out public functions. It ensures that public bodies consider the needs of all individuals in their day to day work- in shaping policy, in delivering services, and in relation to their own employees. It covers the following protected characteristics:

- Age
- Disability
- Gender
- Ethnicity
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The Public Sector Equality Duty requires a school 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
- Foster good relations between people who share a protected characteristic and people who do not share it.

'At Chalkhill Primary School we aim to provide a safe, secure and healthy environment where all children are encouraged to be independent learners and thinkers'.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school.

We have developed a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils is monitored by race, gender and disability and we use this data to support pupils, raise standards and ensure inclusive teaching.

We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

At Chalkhill Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Equality Objectives 2019 -2021

- Actively close gaps in attainment and achievement between all groups of pupils; especially those eligible for free-school meals, those with special educational needs and disabilities, those in receipt of PPG and address any gender gaps that have been identified
- Increase the number of children attaining at greater depth by July 2020
- To continue improve provision for pupils for whom English is an additional language, particularly new arrivals at the early stage of English acquisition
- To continue to increase the impact of parental engagement in children's learning.