

Holywell Primary and Nursery School Equality Information and Objectives

Public Sector Equality Duty

At Holywell Primary and Nursery School, we are committed to creating an inclusive environment where every child and member of our community is valued, respected and able to thrive. We believe that equality is not only a legal requirement under the Equality Act 2010, but also a moral imperative that underpins our ethos.

The Equality Act 2010 (Public Sector Equality Duty, section 149) requires schools to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

As stated in the DfE's Equality Act 2010: Advice for Schools (updated 2014):

"The Act provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. Schools must not discriminate against, harass or victimise pupils, and they must make reasonable adjustments for disabled pupils."

We recognise that every person has several protected characteristics and that the Act protects everyone against unfair treatment.

Our Commitment to Equality

We believe the Equality Act provides a clear framework of valuing diversity, tackling discrimination, promoting equality and fostering strong, respectful relationships across our community. It also ensures we address issues of disadvantage and underachievement for all groups. Our approach is based on the following key principles:

- All learners are of equal value.
- We recognise and respect difference.
- We foster positive attitudes, relationships and a shared sense of belonging.
- We promote inclusive recruitment, retention and development practices for staff.
- We aim to reduce and remove inequalities and barriers that exist.
- We hold the highest expectations for every child.

Equality in Practice

We eliminate discrimination by:

- Embedding equality and diversity throughout our curriculum and school life.
- Challenging stereotypes and prejudicial attitudes through teaching and assemblies.
- Responding swiftly and effectively to all incidents of discriminatory behaviour, including racist, sexist, homophobic or disablist language.
- Monitoring policies to ensure they are fair, inclusive and actively promote equality.

We advance equality of opportunity by:

- Tracking pupil achievement and progress for all groups, including those with protected characteristics, those eligible for Free School Meals, those with Special Educational Needs and other vulnerable groups.
- Using data to identify and address any patterns of underachievement.
- Providing targeted support and intervention where needed.
- Encouraging active participation from parents, carers and children in shaping school life.

We foster good relations by:

- Actively promoting understanding, respect, and empathy through curriculum content, school events, and community engagement.
- Celebrating cultural diversity and key calendar events that reflect the backgrounds and beliefs of our community.
- Building strong partnerships with parents, carers and local organisations.

Equality Objectives 2025–2028

1. To monitor and analyse pupil achievement and progress by race, gender, disability and socio-economic background, acting to close any identified gaps.
2. To improve outcomes for vulnerable learners, including the lowest 20% and those eligible for Pupil Premium, in reading, writing and mathematics.
3. To further embed an inclusive curriculum that reflects and celebrates diversity, ensuring that all children see themselves positively represented.