



Equality and Diversity Information

The Public Sector Equality Duty in the Equality Act 2010 covers public bodies, including local-authority-maintained schools. At Gilbert Colvin, we take this obligation very seriously and ensure that all our pupils can take part as fully as possible in every aspect of school life. We identify any barriers to learning that they may have and then work to overcome these so that each child can fulfil their potential.

At Gilbert Colvin Primary School our whole school approach to promoting equality is to value every individual ensuring fairness, celebrating diversity and celebrating inclusion.

We are committed to ensuring the very best outcomes are achieved by all pupils attending our school. We celebrate the diversity of our school community and aim to promote a positive and inspirational learning environment in which each person is valued and respected for their ethnic and linguistic background, gender, faith, class, ability, sexuality and age.

We recognise that we have to be vigilant in countering unfair practices and we oppose all forms of discrimination, prejudice and bullying.

This statement should be read in conjunction with the school's Equality and Inclusion Policy, which is available to download from the website.

We strive to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010;
- **Advance equality of opportunity**
- **Foster good relations**

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good 'Equality' practice in staff recruitment, retention and development.

5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

Roles and responsibilities

The Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.

All school staff are expected to have regard for this document and to work to achieve the objectives as set out below.

Information on other groups of pupils

In addition to pupils from different ethnic backgrounds and SEND, we gather further information on the following groups of pupils.

- Pupils eligible for Free School Meals (FSM).
- Pupils eligible for Pupil Premium Funding (FSM, forces, looked after, previously looked after).
- Pupils with English as an Additional Language (EAL).
- Young carers.
- Looked after children.

Actions

The following actions aim to demonstrate that we consider equality issues in everything that we do at Gilbert Colvin. We are committed to equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

Eliminating discrimination and other conduct that is prohibited by the Equality Act

Actions taken:

- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying.
- We report, respond to and monitor all racist and homophobic incidents.
- Regular monitoring of the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and difference.
- Provision of training and support for teachers to ensure that teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success.
- Pupil progress is tracked to ensure that all children make rapid progress and intervention is planned, when necessary.
- All pupils have the opportunity to access extra-curricular provision.
- Views and experiences of pupils and adults are listened to so we can evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity in our school community

Actions taken:

- Identify underachieving groups or individuals and plan targeted intervention.
- Encourage all parents/carers to get involved with school events and activities.
- Listen to parents/carers and provide support where needed.
- Listen to pupils at all times and provide support where needed.

Fostering good relations across all groups in our school community

Actions taken:

- Ensure that Gilbert Colvin Primary School is seen as an important part of our local community.
- Provide opportunities for all members of the school community to come together and develop relations throughout the school.
- Ensure that equality and diversity are embedded in the curriculum.

Equality Objectives 2023 - 25

At Gilbert Colvin Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background. In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils to raise levels of attainment and progress.

Objective 2: To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children.

Objective 3: To continue to promote understanding and respect for equality and diversity.

July, 2023