



Fens Primary School - Equality Objectives

As public bodies, local-authority-maintained schools must comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This means the school must publish:

- Details of how Fens Primary School complies with the public sector equality duty – this must be updated every year.
- Fens Primary School's equality objectives – this must be updated at least once every 4 years.

The Governing Body of Fens Primary School fully understands the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

Addressing Prejudice Related Incidents

Fens Primary School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and keep a log of any:

- Exclusions;
- Pupils taken off roll;
- Behaviour;
- Racist incidents;
- Bullying incidents including homophobic bullying.

As a public body, we ensure that we comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Equality Act 2010 requires us 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.

Every four years, we formulate and publish specific and measurable objectives. The objectives which we identify, reflect local and national priorities and issues, as appropriate.

We keep our equality objectives under review and report to the governing body on progress towards achieving them.

The equality objectives for Fens Primary School are as follows:

1. To make reasonable adjustments to accommodate the needs of individual employees, pupils or members of the wider community in order that no area of school is inaccessible to them.
2. Ensure equal opportunities within the workplace by adhering to all protected characteristics.
3. To ensure the school's core values of 'One Community Growing and Learning Together' is at the heart of our activities and that the curriculum reflects our inclusive ethos which recognises diversity as a strength of the school.
4. All included pupils have access to all aspects of the curriculum on their level of need.
5. To promote pupils' understanding of identity, diversity, community and equality.
6. Ensure smooth transfer of pupils from primary to secondary school.