



South Hetton Primary School

Equality Information and Equality Objectives



Equality Act 2010

South Hetton Primary Schools' provision of the public sector equality duty

Date Published

June 2023

South Hetton Primary School is committed to embedding the principles of fairness, equality, and inclusion throughout every aspect of school life. These principles are reflected not only in our curriculum, but also in assemblies and acts of collective worship, during break and lunchtimes, in pastoral support, and across our before- and after-school activities.

In accordance with the general duty of the Public Sector Equality Duty, we will, in the exercise of our functions, give due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct prohibited under the Equality Act;
- Advance equality of opportunity between individuals who share a relevant protected characteristic and those who do not;
- Foster good relations between individuals who share a relevant protected characteristic and those who do not.

These duties apply to all pupils, staff, and others who use our facilities. We are committed to giving relevant and proportionate consideration to the Public Sector Equality Duty in all areas of school life.

The protected characteristics relevant to our school provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Age
- Marriage and civil partnership (applicable to staff only)

We are committed to advancing equality of opportunity and will give due regard to the need to:

- Remove or minimise disadvantages experienced by individuals who share a relevant protected characteristic, where those disadvantages are connected to that characteristic;
- Take steps to meet the distinct needs of individuals who share a protected characteristic, where those needs differ from those who do not share it;
- Encourage participation in public life and other activities where individuals with protected characteristics are underrepresented.

We recognise the importance of transparency and accountability in fulfilling our responsibilities under the Equality Act. As part of the specific duties, we publish our equality objectives and aim to ensure that this information is accessible, clearly presented, and easy to locate.

Equality Objectives 2023–2027

Our equality objectives for the period 2023–2027 are as follows:

1. Raise Achievement for All:

To ensure that all pupils—regardless of gender, ethnicity, disability, religious belief or faith tradition, age, or any other protected characteristic—achieve the highest possible standards in their learning and make strong progress relative to their starting points.

2. Promote Inclusive Development:

To actively promote pupils' spiritual, moral, social, and cultural development across the curriculum, with a particular focus on equality, diversity, and inclusion.

3. Foster Respectful Dialogue:

To implement teaching approaches that enable pupils to explore and discuss complex or controversial issues related to race, religion, culture, gender identity, sexuality, and sexual orientation in a respectful, balanced, and age-appropriate manner.

4. Enhance Staff Knowledge and Cultural Competency:

To develop staff understanding of the diverse religions, faiths, and cultures represented in the local community and beyond, in order to strengthen the teaching of fundamental British values and foster a more inclusive learning environment.

We will update our equality objectives every four years and publish them on our school website. We will review progress on these objectives annually.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'