



Manor Field
PRIMARY SCHOOL
Respect Believe Achieve

EQUALITY INFORMATION AND OBJECTIVES	
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First Approved:	April 2004
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Last Review Details:-

Reviewed by:	James Houldcoft; Daisy Bailey (Headteacher)
Date Reviewed:	January 2018
Amendments made:	New simplified statement written and new objectives set
Full Governors Approval:	M Foote 21/3/18

Next Review Due:	September 2018
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Manor Field
PRIMARY SCHOOL
Respect Believe Achieve

Equality Statement January 2018

Equality Statement and Objectives

At Manor Field Primary School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties (PSED) – for race, disability and gender – and covers the following protected characteristics:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity

We ensure that we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a characteristic and those who don't
- Foster good relations between people who share a characteristic and those who don't

School Policies

The Governing Body will ensure, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

Aims of the School

At Manor Field we aim to:

- inspire an enthusiasm for learning
- make a difference to the lives of all learners
- build lasting memories.

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:-

- Have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment,
- Have access to a broad, balanced and challenging curriculum,
- Enjoy learning, achieve high standards and reach their potential,
- Be taught and supported by highly skilled and motivated staff,
- Be valued, respected and treated fairly,
- Show tolerance and respect towards others,
- Receive praise and encouragement and grow in confidence,
- Be responsible for their own learning and behaviour,
- Understand the need for good personal relationships and healthy living,
- Have access to a full range of extended schools services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of sports and arts activities,
- Be enabled to make a positive contribution to the community and the wider world.

Staff and governors demonstrate our values and commitment to equality by:-

- Ensuring acceptable behaviour,
- Responding to incidents and complaints in a proactive way,
- Providing access to services, facilities and information,
- Recruiting and employing people fairly,
- Meeting specific needs

Equality Objectives

In order to further support pupils, raise standards and ensure inclusive practice 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.

Objective 2: To raise the engagement of all groups of pupils, in particular girls, in sports at all levels - in school sports, after school clubs, and to value the sporting achievements of pupils in and outside of school.

Objective 3: To monitor the attendance of all groups of pupils and take swift action if groups or individuals attendance is a concern.

This equality statement references & is written in accordance with:

- The Equality Act 2010 (published October 2010) - www.legislation.gov.uk/ukpga/2010/15/contents
- The Equality Act 2010 & Schools (published May 2014) - www.gov.uk/government/publications/equality-act-2010-advice-for-schools