

Public Sector Equality Duty

At Arboretum Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

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

Arboretum Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

Arboretum Primary School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes.

Dealing with prejudice

Arboretum Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Arboretum Primary School, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

In addition:

- The school tracks the progress of children from a range of vulnerable groups and analyses any gaps in attainment and compares the performance of these children to the rest of the school.
- Any gaps in attainment are addressed through Pupil Progress Meetings and subsequent action plans.
- The school curriculum promotes tolerance and friendship in numerous ways, and develops children's understanding of a range of religions and cultures.
- The school engages fully with its local community, with visitors and trips and fundraising events that donate to local charities and national organisations.

Equality and dignity in the workplace

Arboretum Primary School does not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

Prejudice is not tolerated at Arboretum Primary School and we are continuously working towards a more accepting and respectful environment for our school's community.

September 2022

Review date: September 2026

Arboretum Primary School Equality Objectives Linked to the School Improvement Plan

2022 - 2026

Objectives	Expected Impact
To improve the reading and writing attainment of all children and promote a love of reading across school	Attainment of children in reading and writing improves at all levels and in all year groups and in particular for those with protected characteristics, in order to diminish any difference in progress and attainment when compared to all other children nationally.
To ensure we have that an inclusive and relevant curriculum that reflects the diverse nature of our school community and the wider national picture.	All children make good progress due to being provided with a curriculum that is relevant and inclusive. Children with protected characteristics can recognise that they are represented within the curriculum.
To continue to develop and enhance appropriate provision for all pupils with SEND to enable them to make progress	Children with SEND make good progress due to being provided with a curriculum and environment that is appropriate and adapted to their needs
To continue to embed 'The Arboretum Way' to positively impact on behaviour and attitudes across school	Children with protected characteristics are not discriminated against
To improve participation in extracurricular clubs and activities for all groups of children and in particular those with protected characteristics, so that there is greater inclusion and equality.	Attendance rates at extracurricular clubs and activities increases for all children, and in particular those with protected characteristics
To improve the attendance for all children and in particular for those with protected characteristics, in order to diminish any difference in progress and attainment when compared to all other children nationally.	Attendance of all children to increase and compare well with national attendance data Persistent Absenteeism of children to reduce to below national levels for similar pupils