



## **Old Newton CE Primary School**

**Inspire Nurture Flourish**  
*Increasing in Wisdom - Growing in Love*

### **Public Sector Equality Duty**

**Published objectives September 2023 to July 2027**

This document sets out the ways in which we work to eliminate differences of outcome for groups with protected characteristics. It includes information about the work we do to promote equality and challenge discrimination.

**The school has data on its composition by year group, ethnicity and gender and by proficiency in English. This is available upon request to the school office.**

As a Church of England school, we have a strong Christian Vision which outlines the ways in which we work for the benefit of our pupils, their families and the wider community.

We teach children about their rights and responsibilities through our values. We celebrate individuality and the unique talents and characteristics of each child. Our school promotes and teaches the children to understand the British values of tolerance and mutual respect, democracy, individual liberty and the rule of law.

We prepare our children for the opportunities, responsibilities and experiences of later life.

We represent, discuss and welcome family diversity and the positive aspects of diversity in families. Our priority is that every child feels safe and knows that we are committed to our legal duty to protect them from discrimination.

We review resources to ensure that they support our focus of celebrating and welcoming diversity.

We actively challenge stereotypes and promote equality.

We want all of our pupils to succeed and achieve their full potential; academically, physically, socially and emotionally in an atmosphere where they can grow and acquire useful skills, values and attitudes.

The school is accessible to people with physical disabilities. There are ramps, an accessible toilet and wheelchair accessible routes. The school's accessibility plan explains in more

detail the ways in which we plan to improve access to the environment, curriculum and written material for pupils.

We record and report instances of discriminatory language, peer-on-peer abuse or bullying, and try to help children to understand why discriminatory language does not belong in the atmosphere of positive and healthy relationships we promote.

### **Documentation and record-keeping**

Our school, as part of the Tilian Partnership Multi Academy Trust, has an [Equalities Policy](#).

The school aims to extend children's understanding of fostering good relations and challenging discrimination in a practical context through the work we do on promoting positive relationships, coping with feelings and feeling safe to share concerns with adults. The ethos of the school supports and underpins our commitment to the values of democracy, tolerance and mutual respect.

### **Responsibilities**

All members of staff have responsibility for equalities and for meeting equality objectives.

All staff take responsibility for anti-discriminatory good practice.

### **Objectives**

<b>Objective</b>	<b>Action</b>	<b>Success Criteria</b>
Ensure diversity is celebrated	<ul style="list-style-type: none"><li>• Ensure resources and displays are diverse without tokenism</li></ul>	<ul style="list-style-type: none"><li>• Resources demonstrate diversity</li></ul>
Ensure that children of different nationalities in the school are respected and feel part of the school community	<ul style="list-style-type: none"><li>• Home languages celebrated in class</li><li>• Ensure that a plan is in place to support any newly arrived child so that they can access a broad and balanced curriculum</li></ul>	<ul style="list-style-type: none"><li>• Families take part in whole school events</li><li>• Children are happy to be in school and make progress in their new and home language</li></ul>

**To be reviewed annually**