



## The overriding principle of equality is generally one of equal treatment

Stroud Valley Primary School firmly believes that all children, families and staff will be treated equally. No-one will be discriminated against regardless of their sex, race, disability, religion, beliefs or sexual orientation (protected characteristics – see below).

**At Stroud Valley we will aim to meet our Public Sector Equality Duty (PSED) by having due regard to the need to:**

- eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those that do not;
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Our school values aim to promote difference and diversity.

Our three-word behaviour motto – kind, safe and responsible – promotes kindness to all and our responsibility to keep everyone safe through our own behaviours

### **Eliminating Discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Decision makers in the school are aware of the duty and when making a decision or taking an action they will assess whether there are particular implications for people with protected characteristics. We will consider equality implications before and at the time of policy development and keep them under review on a continuing basis. The public sector equality duty will be integrated into carrying out the school's functions and the analysis necessary to comply with the duty will be carried out seriously, with rigour and with an open mind.

This Single Public Sector Equality Duty (PSED) names the following protected characteristics:

- race
- disability
- sex (gender)
- age
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity
- marriage

## **Advancing Equality of Opportunity**

In compliance with the Public Sector Equality Duty (PSED), the school sets specific, measurable equality objectives which are reviewed and updated at least every four years. These objectives focus on addressing any identified gaps in equality and inclusion.

We aim to advance equality by removing or minimising disadvantages suffered by people that are connected to a particular characteristic. This may mean taking positive action to meet particular needs in order to alleviate such disadvantages and encouraging those with particular characteristic to participate fully in any activities

The school uses attainment data to show how children with different characteristics are performing and, if required plans and included in our equality objectives to monitor improvements.

## **Fostering Good Relations**

We aim to foster good relations between those who share a protected characteristic and those who do not. We promote tolerance, friendship and understanding of all through our values and aspects of our curriculum. This includes teaching in RE and PSHE but also activities in other curriculum areas such as reading where they are introduced to diversity in a range of texts; food technology which incorporates foods used in the major religious festivals. Assemblies are used to deal with relevant issues and celebrate differences. We promote our work to our wider community through our website and newsletter.

Within our conflict resolution work (anti-bullying / challenging unkind words or behaviours) we demonstrate we will not accept behaviours that make others feel discriminated against or hurt.

## **Policy Review**

Policy Title	<b>Equality Policy</b>
Date Policy Ratified by Governors	February 2025
Date for next review	February 2027

This policy takes into account:

The Equality Act 2010, which introduced the PSED and protects people from discrimination

DFE guidance – The Equality Act 2010 and schools.

