



Equality Statement

Equality is at the heart of our values at Pitmaston and it has, for many years, been part of our school ethos. We are committed to the development of cohesive communities within our school and also local, national and global environment. Our school policy, which was written in line with equalities legislation (Equality Act 2010) and Department for Education (DfE) guidance, outlines our commitment to promote equality within Pitmaston Primary School.

We have highly ambitious expectations for every individual. Our vision is to provide the very best possible education, outcomes and well-being for each individual child at Pitmaston Primary School. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community, ensuring everyone should feel safe, secure, valued and of equal worth.

At Pitmaston Primary School, equality is a key principle, treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). The Equality Act requires all schools to comply with the Public Sector Equality Duty to:

- eliminate unlawful discrimination, harassment and victimisation.
- advance equality between groups.
- foster good relations between different groups.

In order to achieve this, we continue 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.
- ensure that the curriculum promotes role models that pupils positively identify with, which reflects the school's diversity in terms of race, gender and disability.
- monitor incidents of discrimination between pupils by category in order to respond effectively in a timely manner in accordance to our behaviour policies and report to the Governing Body.
- Ensure teaching of protected characteristics is effective through the structured and progressive PSHE scheme (Jigsaw) and through assemblies.
- Promote wider opportunities for involvement for all groups of children including extra-curricular activities and pupil leadership.

We are always striving to improve and each year we continue to review our practice and see what we can change and develop. Within the past twelve months, for example, we have:

- Delivered assemblies and carried out class activities throughout school on protected characteristics.
- Delivered further equalities training to teachers and teaching assistants focussing on use of language and reflections on own experiences and prior conceptions.
- Invited parents, carers, staff and other stakeholders to share their career experiences in order to encourage aspiration amongst pupils.
- Continued to develop our curriculum to further opportunities to recognise and challenge discrimination.
- Continued the work of the *Gender Champions* in Years 5 and 6 to bring about pupil led initiatives as well as educating younger pupils through assemblies.
- Reviewed the learning environment to ensure good representation of different genders and ethnicities.
- Employed a diverse range of scientists, authors, designers, artists, musicians and sportspeople within school displays and our curriculum to inspire pupils.

Resources Committee approved on 5th October 2023