



Public Sector Equality Duty

At Dovelands Primary School, we are committed to promoting equality, fostering inclusion, and ensuring that every member of our school community is treated with dignity and respect. We aim to meet our obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations across all characteristics

What Is the Public Sector Equality Duty?

The Public Sector Equality Duty requires public bodies, including schools, to actively promote equality. The protected characteristics under the Equality Act 2010 are:

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

Legislation and Guidance

This statement is based on the following legislation and guidance:

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- Department for Education guidance: *The Equality Act 2010 and Schools*
- Equality and Human Rights Commission guidance for schools

Roles and Responsibilities

The Governing Board will:

- Ensure equality information and objectives are published and communicated across the school



- Review and update objectives at least once every four years
- Delegate daily monitoring to the Headteacher

The Headteacher will:

- Promote understanding of equality objectives among staff and pupils
- Monitor progress and report to governors

The Deputy Headteacher will:

- Support the Headteacher in promoting equality awareness
- Help identify staff training needs

All staff are expected to:

- Uphold the principles of this statement
- Work towards achieving the school's equality objectives

Eliminating Discrimination

We are aware of our obligations under the Equality Act 2010 and ensure our policies reflect the importance of avoiding discrimination and prohibited conduct. Staff and governors are regularly reminded of their responsibilities, including during meetings and training.

Advancing Equality of Opportunity

In line with DfE guidance, we aim to:

- Share attainment data annually to monitor performance across characteristics
- Minimise disadvantages linked to protected characteristics (e.g. disability)
- Meet specific needs
- Encourage full participation in school life for all pupils

We analyse data to identify strengths and areas for improvement, and take action accordingly. For example, we monitor reductions in incidents of discriminatory language and track progress for specific pupil groups.

How We Comply at Dovelands

We embed equality across our school through:

- Promotion of British Values
- Curriculum content that reflects diversity and challenges stereotypes
- Assemblies ...



- Celebrations such as Black History Month and World Religion Days
- Inclusive teaching in RE, PSHE, and English using texts from varied cultures
- Highlighting diverse role models in science, history, art, and literature
- Accessibility features including ramps and unisex toilets
- Restorative justice (Emotionally Friendly School) practices and THRIVE counselling
- Pastoral support for vulnerable pupils through our ELSA and Pastoral Support Lead
- Inclusive extracurricular activities and school council representation
- Curriculum trips designed to meet all pupils' needs

Equality Objectives (2023–2026)

As required under the Public Sector Equality Duty, we have set the following objectives which can also be found within our Equality Information and Objectives Policy:

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum that meets their needs and enables them to fulfil their individual potential.
2. To eliminate any discrimination, harassment and victimisation and to ensure that nobody is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, or religious or non-religious beliefs.
3. To recognise and celebrate the diversity within our community.
4. To ensure that all colleagues fulfil their responsibility to apply this policy to all that they do.

Annual Equality Information Update

We review and update our equality information annually to ensure ongoing compliance. Highlights from our latest review include:

- Further staff CPD around the protected characteristics
- Enhanced curriculum diversity and inclusive teaching practices
- Updated staff training on equality and inclusion
- Strengthened wellbeing initiatives for pupils and staff