



# Notley Green Primary School

## Public Sector Equality Duty

Equal Opportunities are the right of every individual to equal chances, when each individual is valued and respected for who they are.

Notley Green Primary School is committed to creating an environment in which all members of the School community are equally valued and have equal opportunity to achieve their full potential, irrespective of creed, culture, class, race, gender, sexuality, ability and disability. As such we seek to comply with the Public Sector Equality Duty and continue to promote and develop ways in which difference is celebrated and discrimination eradicated.

Our school aims to perpetuate an environment which enables staff to identify needs, to express themselves and to share in developing policies, whilst working towards eliminating practices which contribute to inequality. Individual members of staff need to develop their own action plans, schemes of work and classroom practice to ensure every member of the School is regarded as being of equal worth.

Every pupil has the right to a broad, balanced and coherent curriculum and planning, implementation and evaluation of the curriculum should ensure this. A balance in respect of gender, culture and ability needs to be achieved when dealing with curriculum choice, content, access, delivery and resources. It is the responsibility of all staff to monitor teaching materials, to promote positive attitudes and to eliminate bias, stereotyping and lack of awareness. Displays should reflect these same principles. As a School, we need to ensure the promotion of self-esteem, encourage all pupils to raise their level of achievement and know they are valued. Bullying, intimidation and other forms of harassment are dealt with promptly, following the agreed procedure.

Class lists and registers are arranged in a non-discriminatory way. Displays, assemblies and extracurricular activities recognise and value the multi-cultural nature of our society. Role models, the environment, uniform, modes of address all strive to support our principles of equal opportunity. The School has created a climate where all pupils are able to record skills, qualities and interests, using a variety of forms of recording.

Children and staff are instructed to report unacceptable incidents so that they can be addressed, as this is the only way to ensure the Equal Opportunity principles become reality.

### **Key Priorities 2013-2016**

The priorities for the Single Equality Statement are set in the light of:

- data collection and needs analysis to inform policy and action planning;
- views expressed by stakeholders and trade unions that have been involved in the development of the scheme; and

Our key priorities for 2013-2016 are:

- narrowing the attainment gap between members of groups covered by the SES and other pupils who are not members of those groups;
- challenging race and gender stereotypes through curriculum planning, developing global links and maximising other opportunities (e.g. collective worship assemblies)
- improving accessibility of services to parents and children for whom English is an additional language.

### **Site Accessibility**

The school was opened in 2000 and the building is fully accessible for those with a range of disabilities. The school is also equipped with 3 disabled toilets.

*Agreed Governing Body – Spring 2014*