



**Pudsey Waterloo
Primary School**



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Equality Statement and Objectives

Equalities Statement

At Pudsey Waterloo Primary School, we are committed to:

- Promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a characteristic and those who don't
- foster good relations between people who share a characteristic and those who don't

Aims of the School

The overall aim at Pudsey Waterloo Primary School is to provide a happy, safe, caring, and stimulating environment in which the children can learn and experience a 'broad, balanced and inspiring curriculum which helps children to build lasting memories', in an environment where it is safe to experiment and overcome setbacks. We aim for our pupils to acquire the skills and

knowledge that will enable them to develop as confident and independent people, committed to their own learning and development yet aware of their responsibilities to others.

Values and Beliefs

We are an inclusive school where pupils, parents, staff and governors work in partnership to meet the needs of the community. We celebrate the positive contribution made by all groups.

We believe that members of our school should:

- Have an entitlement to a quality education within a safe learning environment,
- have access to a broad, balanced and challenging curriculum,
- enjoy learning, achieve high standards and reach their potential,
- be taught and supported by skilled and motivated staff,
- be valued, respected and treated fairly,
- show tolerance and respect towards others,
- receive praise and encouragement and grow in confidence,
- be responsible for their own learning and behaviour,
- understand the need for good personal relationships and healthy living,
- have access to a full range of extended services including childcare, family learning, study support and an out of hours programme of sports and art activities
- be enabled to make a positive contribution to the community and the wider world

Staff and Governors demonstrate our values and commitment to equality by:

- ensuring acceptable behaviour,
- responding to incidents and complaints in a proactive way,
- providing access to services, facilities and information,
- recruiting and employing people fairly,
- meeting specific needs.

Equality Objectives

- To promote pupils spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.
- To diminish the difference between pupils in receipt of Pupil Premium funding and those not eligible.
- To improve progress of pupils with SEND.
- To diminish the differences between boys and girls in reading and writing by the end of KS1 and KS2.