



EQUALITY STATEMENT

October 2021

EQUALITY STATEMENT

We have reviewed our performance with regard to the General Duty and the Protected Characteristics.

In collating the equality information, we have:

- Identified evidence already in our policies and practices
- Explored how we engage with protected characteristics
- Analysed our effectiveness

Our equality evidence highlights:

Age

- Totley Primary School is committed to a policy of equal opportunities throughout its dealings with applicants and employees. Our aim is that potential and actual employees, along with the individuals that we represent, are treated fairly on the basis of merit and ability regardless of age, disability, family responsibilities, gender, HIV status, marital status, nationality, race, religious or political views or affiliations, sexual orientation or socio-economic background.
- Our staff training programme ensures all staff have effective CPD opportunities.

Disability

- Totley Primary School considers all teachers to be teachers of SEND. Children are supported by highly skilled and knowledgeable teachers and support staff who have high expectations of all students and ensure all students' learning needs are met.
- Our curriculum provides universal access regardless of additional need or disability. Every child is entitled to access a broad and balanced offer.
- We ensure the needs of all staff and visitors with a disability are met and that all aspects of school life are accessible.

Gender reassignment

- All of our policies are based on the model policies of Sheffield City Council.

Marriage and civil partnership

- All of our policies are based on the model policies of Sheffield City Council.

Pregnancy and Maternity

- All of our policies are based on the model policies of Sheffield City Council.
- We assess risk to ensure the health and safety of all pregnant staff and visitors.

Race

- We have a diverse cohort of children from a variety of ethnic and cultural backgrounds.
- The diversity and uniqueness of our school is embraced and celebrated.

Religion or belief

- Children learn about different faiths.

- We develop tolerance of different beliefs through assemblies and curriculum areas, especially with regard to promoting British Values and specifically tolerance.

Gender

- We ensure that all children have access to the same opportunities regardless of gender.
- We have enabled flexible working for many members of staff of both genders.
- We monitor and analyse pupil achievement with regard to gender, which feeds into subsequent provision mapping as appropriate.

Sexual orientation

- Though we do not collect or retain information in this regard, as a school all of our policies and procedures are based on the model policies of Sheffield City Council.
- The school records all incidents of homophobic bullying and has a robust and immediate response to bullying.

Cohesion

- Trolley Primary School values the diversity of our school and the communities that we serve.
- Our governing body represents the community.
- Our recently updated RSE curriculum promotes the exploration of topics such as the protected characteristics, diversity and inclusivity through age-appropriate stories. These give broad opportunities for discussion and questions, while ensuring the knowledge-rich, empowering content we want for all our children. It is important that all children see themselves represented in the stories we share, so everyone knows they are important and valued members of our community and society. Our RSE policy was constructed following consultation with parents in the Spring term of 2020.
- We ensure that pupil voice, pupil leadership and the school council are fully representative of our school community.
- We use the curriculum and assemblies to raise awareness of the importance of the protected characteristics, highlight anti-bullying, advocate the fundamental British Value of 'tolerance' and to enable children to recognise and manage their own and other children's emotions and feelings.
- Regular progress meetings which retain an emphasis on the 'Every Child Matters' criteria ensure that the educational and engagement aspects of learners' needs are frequently monitored and acted upon.

Our Equality Objectives

1. To fully implement the new RSE curriculum to ensure that knowledge and understanding of the protected characteristics is embedded and children of all ages are advocates of equality, diversity, tolerance and respect.
2. To continue to provide high-quality tailored learning and support for our most vulnerable children, especially in light of COVID-19 related disadvantage.
3. To further use pupil voice to inform decisions in school and increase engagement and attainment.