

## Public Sector Equality Duty Statement

### Equality Information and Objectives

#### Our Commitment

At Whitegate End Primary School, we are committed to promoting equality, celebrating diversity and ensuring that everyone in our school community is treated with dignity and respect. We view this not only as a **legal duty under the Equality Act 2010** but also as a **moral responsibility** that underpins our ethos, values, and daily practice.

We want every pupil, parent, carer, staff member and visitor to feel welcome, included and able to thrive.

#### Our Duties under the Equality Act 2010

As a public body we have a duty to have due regard to the need to:

1. **Eliminate** discrimination, harassment, victimisation and any other conduct prohibited by the Act
2. **Advance** equality of opportunity between people who share a protected characteristic and those who do not
3. **Foster** good relations across all protected characteristics, promoting understanding and respect

The *protected characteristics* are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

#### Equality Objectives 2026-2030

In line with our duties, we set and review equality objectives every four years, publishing progress annually. Our current objectives are:

1. **Curriculum and Culture** – Ensure our curriculum reflects and celebrates diversity, and promotes respect and inclusion across all protected characteristics.
2. **Pupil Outcomes** – Monitor and analyse pupil progress and attainment by key groups to identify and address any emerging gaps.
3. **Accessibility and Inclusion** – Continue to improve physical and digital accessibility so that all pupils and families can fully engage with school life.
4. **Staff Development** – Provide training and guidance for staff on equality, diversity and inclusion so that all adults are confident in modelling and promoting good practice.
5. **Community Engagement** – Strengthen links with families and the wider community to foster good relations, build understanding, and celebrate our diversity.

## **Putting Principles into Practice**

We implement these commitments by:

- Reviewing all policies for equality impact as they are developed or updated
- Tracking the attainment, attendance and wellbeing of different pupil groups to ensure fair outcomes
- Making reasonable adjustments to remove barriers for pupils and staff with additional needs
- Embedding British values of respect and tolerance throughout the curriculum and school life
- Encouraging pupils to speak up about concerns and ensuring they feel supported
- Building strong, respectful relationships with parents and carers, encouraging open communication
- Celebrating cultural events, festivals and awareness days that reflect the diversity of our school community

## **Monitoring and Review**

- This statement and our objectives are published on our website and available from the school office.
- We review progress against our objectives annually.
- New equality objectives will be set in **2030**, unless there is a need to update sooner.