



Hardy Mill Primary School

Equality Information and Objectives

At Hardy Mill School we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Hardy Mill School is a school committed to producing good citizens - locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- We place a great deal of emphasis on the pastoral care of our children and believe that our children know they can speak to any adult in school for help;
- Questionnaires to gain feedback from pupils, parents and carers, governors and staff;
- Awareness sessions open to all parents in areas such as New Parents' meetings, 'Meet the Teacher', reading and phonics, SEN and e-safety;
- Class and whole school assemblies embrace a breadth of cultures;
- The school curriculum is designed to enable children to understand and respect diversity;
- Effective school council;
- Effective system of Playground leaders;
- Reading buddy system;
- School council organise and lead the school in supporting charities;
- All racist incidents are logged and monitored;
- Staff concerns are documented and passed onto the Head teacher.

Our Equality Objectives

1. Educate all about discrimination and prejudice and promote a harmonious environment;
2. Strive for all pupils regardless of ethnicity, age and gender to achieve the highest possible standards in their learning and make good progress;
3. To monitor the progress of children in vulnerable groups to ensure their progress and achievement is equal to all other groups within school;
4. Ensure that the appointment of staff is in line with equal opportunity legislation.