

Kingsbury Green Primary School

Equality Information and Objectives for 2019-23

Governors Committee Responsible – Full Governing Board – signed off by monitoring pair (safeguarding)	
Policy Author: Head Teacher	Review Period: Every 4 years
Statutory Provision: Governors to ensure annual update against objectives with Autumn data set.	Equality Objectives Spring 2019 – July 2023

The single Public Sector Equality Duty (PSED) came into effect in April 2011 as a result of the Equality Act 2010. It requires public bodies to promote equality and replaced three pre-existing duties relating to disability, race and gender equality.

The PSED applies to all maintained and independent schools, including academies, and maintained and non-maintained special schools.

Three main elements

Paragraph 5.1 of the document explains that the PSED has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it

Our school is committed to equality both as an employer and a service-provider:

- Our values of Empathy, Agility and Hard work underpin all our interactions and relationships to ensure that everyone is treated fairly and with respect.
- Our motivational language to support our values highlight our core principles of being Ready, Respectful and Safe. It is this language we use to ensure our standards and practices remain inclusive and of high quality.
- We recognise that we all carry unconscious and societal biases and that it is everyone's responsibility to think about and challenge bias as and when it occurs in a way that supports growth, deepens understanding and promotes learning
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.

Having looked at our school's improvement priorities and carefully analysed pupil data, we have identified 3 equality objectives which we want to achieve over the next 4 years. We have also taken into account national priorities that have been identified by OFSTED and the priorities for the London Borough of Brent.

We will measure our success in meeting the Public Service Equality Duty by the extent to which we achieve these objectives over the next 4 years and by how much outcomes improve for all priority groups within the school. Autumn term reporting to Governors will include this update.

Our Equality Objectives for 2019-2023 are:

- We will strive to ensure that all pupils by the end of Y6 make progress at least in line with the progress of pupils with similar starting points including pupils with Disabilities and Special Educational Needs (DSEN) and Black Caribbean/ Black Caribbean/ Dual heritage pupils
- We will achieve a year on year (over three years) reduction in the attainment gap in English and Maths at the end of KS2 between pupils within the school's identified groups (for example, Free School Meals (FSM), Black Caribbean pupils, Iraqi pupils, boys/ girls) and their peers not in these groups
- We will work to increase cohesion and buy-in with school policies, school life and community cohesion with parent groups who are as yet underrepresented and marginalised despite ongoing work to reach them.