

Thomas Russell Infants' School
'Our children blossom through nurture and challenge'

Equalities statement

Thomas Russell Infant School is committed to equalities (treating people fairly) and strongly values diversity (people's differences).

We are committed to the elimination of harassment, discrimination and prejudice experienced by individuals and groups, including (but not exclusively) on the grounds of age, pregnancy, belief or lack of religious belief, sexual orientation, sex, race including colour, nationality, ethnic or natural origin, disability, being pregnant or having a child, being married or in a civil partnership and being or becoming a transsexual person.

The Public Sector Equality Duty

The Public Sector Equality Duty (PSED) is a duty placed on public bodies. As a school, we are a public body. The PSED requires us to have due regard and the need to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity;
- Foster good relations.

The PSED is about transparency and accountability in decision making and about considering how different people will be affected by activities. Thomas Russell Infants' strives to ensure that it fulfils its equality duty. The school equality policy is in place, is on the school website and is reviewed annually. This process will involve consultation with relevant key stakeholders, i.e. staff, students, parents and governors, and will be open minded in its approach. The policy, and the practices that arise out of it, ensure that there is no discrimination within Thomas Russell Infant School.

Equality Objective

The PSED requires us as a school to publish at least one equality objective. The published equality objective relates to an focus of our School Improvement Plan 2015/2016:

For all pupils, including all groups, to make consistently rapid and sustained progress through:

- Using and applying learnt skills in varying contexts to ensure knowledge and understanding is truly mastered.
- The use of carefully planned teaching strategies, resources and interventions to support learners, ensuring that all children are at least secure in their learning, specifically disadvantaged children, boys in EY and SEN.

This will ensure that at Thomas Russell Infants' School ALL children are believed to be able to make equal progress and attain equally well as each other.

Written October 2015

To be reviewed October 2016