



Courtney Primary School
Nurture, Inspire, Flourish.

Equality Statement and Objectives

***Working together to develop lifelong learners with a strong sense
of self who are active participants in their communities.***

This version dated	Summary of changes	Next review date
Jan 2023	Update	Jan 2026

The Governors and staff of Courtney Primary School are committed to the principle and practice of equality of opportunity.

We have an inclusive ethos which means all staff, pupils and parents work together to ensure that everyone, regardless of race, gender, sexual orientation, disability or social background can thrive.

Our community is predominately white British but we also serve pupils and their families from other backgrounds. Alongside our commitment to valuing the cultural inheritance of all the pupils in the school, the lack of diversity in our immediate area highlights the need to develop our pupils' understanding and appreciation of equality and diversity in both the school and wider British society.

Through our assemblies and our curriculum, we ensure our pupils consider and value diversity and celebrate different cultural inheritances, even if they have little direct experience of them.

Pupils are taught to respect and celebrate difference and understand that everyone, regardless of race, gender, sexuality or disability has equal value. Staff model respect and understanding in all their dealings within school. "We celebrate our similarities and differences and respect the rights of others" is one of our core Crown Values.

We carefully monitor the progress of pupils who fall into particular groupings (Free School Meals, Black Minority, Ethnic, Girls, Boys, Special Educational Needs, English as an Additional Language, Pupil Premium) and put in place strategies within and outside the classroom to ensure that the educational achievement of other pupils, both within the school and nationally.

Equality Objectives

At Courtney Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for all groups of learners, including disadvantaged.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Objective 4: To nurture a culture of inclusivity within the staff team.

Appendix 1

Overview of the Public Sector Equality Duty

The Public Sector Equality Duty (the Equality Duty) was created by the Equality Act 2010 in order to harmonise the previous race, disability and gender equality duties and to extend protection to the new protected characteristics listed in the Act. The Equality Duty replaced these duties and it came into force on 5 April 2011.

The duty covers age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. It applies in England, Scotland and in Wales. The general equality duty is set out in section 149 of the Equality Act 2010.

In summary, those subject to the general equality duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims of the general equality duty. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the equality duty may involve treating some people more favourably than others.

The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnership in the workplace.

Appendix 2 – Relevant Legislation

Civil Partnership Act 2005

This Act came into force on 5 December 2005. It gives same-sex couples the same rights as married couples in terms of issues such as parental leave, flexible working, maternity and paternity leave, pensions and benefits packages that are available to spouses.

Disability Discrimination Act 1995 (the DDA)

This requires employers and providers of goods and services to eliminate discrimination against disabled people at all levels.

The employment measures make it unlawful to treat a person less favourably than a non-disabled person because of their impairment in terms of recruitment, training or dismissal, unless the employer can prove this is justified. In order to comply with the Act, an employer is required to look at changes in the work place or working practices and make any reasonable adjustments. This concept of reasonable adjustment is crucial to the legislation. It means that we have a duty to be flexible in relation to the services we offer, both to pupils and staff. The legislation is supported by codes of practice.

Disability Discrimination Act 1995 (Amendment) Regulations 2003

(Rights of Access to Goods, Facilities, Services and Premises)

This requires service providers to remove, alter and avoid physical features which prevent access to services by disabled people.

Disability Discrimination Act (2005)

From December 2005, this new Act came into force which amends or updates existing provisions in the 1995 Act. This includes:

- Extending protection to cover people who have HIV, cancer and multiple sclerosis from the moment they are diagnosed.
- Under the 1995 legislation, people with mental health conditions had to prove that they had a mental impairment that has a 'substantial and long-term impact' and that the impairment is 'clinically well recognised'. Those with a physical impairment did not have to prove this. The 2005 Act means that the requirement to have a 'clinically well recognised' condition is now dropped.
- Making it unlawful for operators of transport vehicles to discriminate against disabled people.
- Making it easier for disabled people to rent property and for tenants to make disability-related adaptations.
- Making sure that private clubs with 25 or more members cannot keep disabled people out, just because they have a disability.

The Disability Equality Duty for the Public Sector 2006

This places a statutory duty on all public authorities to promote disability equality. This duty means that public authorities must in carrying out their functions have due regard to:

- The need to eliminate discrimination that is unlawful under the Act
- The need to eliminate harassment that is unlawful under the Act
- The need to promote equality of opportunity between disabled persons and other persons; and
- The need to take steps to take account of a disabled person's impairment, even where that involves treating disabled persons more favourably than other persons.

Employment Equality (Religion and Belief) Regulations 2003

These prohibit discrimination in employment on the grounds of religion or similar philosophical belief.

Employment Equality (Sexual Orientation) Regulations 2003

These extend the legislation to prohibit discrimination in employment on the grounds of sexual orientation.

Employment Equality (Age) Regulations 2006

The Employment Equality (Age) Regulations make it unlawful to discriminate against employees, job seekers and trainees because of their age.

Equal Pay Act 1970 – amended 1983

This Act is associated with the Sex Discrimination Act 1975 and they complement each other, with infringement of the rights in one not giving rise to proceedings in the other. Whilst the objective of the Sex Discrimination Act is to promote equality of opportunity between men and women generally, the Equal Pay Act is designed to prevent discrimination between men and women in respect of their terms and conditions of employment, including pay. It applies to complaints that less favourable terms are being applied in situations where employees are doing the same or broadly similar work.

Equality Act 2006

The Equality Act had three functions:

- To create a single Commission, which will replace the Equal Opportunities Commission (EOC), the Commission for Racial Equality (CRE), and the Disability Rights Commission (DRC). This single commission is called the Commission for Equality and Human Rights (CEHR).
- To make unlawful (apart from certain exemptions), discrimination on the grounds of religion or belief or sexual orientation in the provision of goods, facilities and services, the management of premises, education and the exercise of public functions.
- To create a duty on public authorities to promote equality of opportunity between men and women and to prohibit sex discrimination in the workplace.

Gender Equality Duty 2007

All public sector bodies and private sector, voluntary or charity organisations providing public services, must take gender into consideration when providing employment and service provision.

European Equal Treatment Directive 1976

This provides that there will be no discrimination whatsoever on grounds of sex, either directly or indirectly, by reference in particular to marital or family status. Similar provisions exclude discrimination on grounds of sex in the conditions for access to all jobs or posts, whatever the sector or branch of activity and to training. The principle of equal treatment with regard to working conditions, including dismissal, has the effect of guaranteeing men and women 'the same conditions without discrimination on the grounds of sex'. The Directive can be directly relied upon by employees within the public sector regardless of whether or not its provisions have been incorporated into UK law.

Human Rights Act 1998

This incorporates the European Convention of Human Rights into UK law and applies to public authorities such as the council. As a result the positive rights and freedoms guaranteed under the European Convention have become directly enforceable in UK courts and tribunals. Cases should be brought within one year. From 2nd October 2000 courts and tribunals have to interpret discrimination law in accordance with the European Convention on Human Rights. Areas of UK law where there is not already a remedy for discrimination (e.g. on grounds of sexual orientation) are likely areas for challenge under the Human Rights Act.

Protection from Harassment Act 1997

This legislation is predominantly aimed at "stalking" but it has implications for employers and employee behaviour in the workplace. The Act states that a person must not pursue a course of conduct that amounts to harassment and which he or she knows or ought to know amounts to harassment. Injunctions can be issued under the Act to stop behaviour that alarms the person or has caused or may cause the person distress. This legislation can also be applied to incidents of harassment in the community.

Race Relations Act 1976 (Race Relations Act)

The Act makes discrimination unlawful on the grounds of colour, race, nationality (including citizenship) or ethnic or national origin. It applies to employment and training and the provision of goods, facilities and services.

Race Relations (Amendment) Act 2000

This Act extends the Race Relations Act 1976. It creates a general duty to promote race equality that requires public authorities to eliminate unlawful racial discrimination and

promote equality of opportunity and good relations between people of different racial groups.

It is unlawful for any public authority to discriminate on racial grounds in carrying out any of its functions. There are additional specific duties for local authorities (and other public authorities) including the production of a Race Equality Scheme and employment related duties in terms of monitoring the ethnicity of job applicants and employees. The Act is supported by detailed Codes of Practice.

Sex Discrimination Act 1975 (Sex Discrimination Act) – amended 1986

The Act outlaws discrimination in employment on the grounds of sex or marital status. The Sex Discrimination Act prohibits direct and indirect sex and marital status discrimination against men or women in respect of such matters as selection for appointment, promotion or training. The Act is supported by Codes of Practice.

Sex Discrimination (Gender Reassignment) Regulations 1999

These extend the Sex Discrimination Act 1975 and prohibit direct discrimination if a person has had or is undergoing gender reassignment.

Special Educational Needs and Disability Act 2001

This Act extends the objectives and duties of the Disability Discrimination Act to educational premises. Governing bodies become the 'responsible authority' for the purposes of ensuring that disabled pupils suffer no discrimination.