



PUBLIC SECTOR EQUALITY STATEMENT

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| Statement Dated: | December 2024 |
| Adopted by Local Governing Body | December 2024 |
| Date of Next Review: | December 2025 |
| Reason for Review/Revision: | Due for review |
| Publication Scheme | School websites |
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| Lead | SLT |

Our Commitment to Equality

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

We aim to develop a culture of inclusion and diversity in which everyone connected to the school feels proud of their identity and able to participate fully in school life.

Our Legal Duties

As a public body, we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate unlawful discrimination, harassment, victimisation and any 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.

We understand that the principles of this Act apply to all aspects of our work as a school, including teaching and learning, recruitment and employment, engagement with parents and the wider community, and our policies and practices.

How We Meet Our Duties

At Clavering Primary School, we:

- Have high expectations of all pupils and are committed to narrowing any gaps in achievement;
- Regularly review our curriculum to ensure it reflects our values and supports the development of respect and understanding for diversity;
- Monitor pupil performance and outcomes by relevant protected characteristics to address inequalities;
- Promote an inclusive environment that supports the wellbeing of all pupils and staff;
- Celebrate the rich diversity of our school community through events, assemblies, and curriculum content;
- Provide staff with regular training on equality and diversity matters;
- Ensure accessibility to all areas of the school site and to the curriculum.

Equality Objectives

In line with our duties under the Public Sector Equality Duty, we have set the following equality objectives:

1. **To promote understanding and respect for differences**, by embedding equality, diversity and inclusion across all areas of the curriculum.
2. **To close attainment gaps** between groups of pupils, including those with SEND, disadvantaged pupils, and those from minority ethnic backgrounds.
3. **To ensure our school environment is accessible** and inclusive for all pupils, staff, and visitors.
4. **To foster positive mental health and wellbeing**, ensuring support is accessible and stigma is reduced.

These objectives are reviewed annually

Monitoring and Review

We monitor the impact of our policies and practices on equality and use this information to inform our planning and decision-making. Our governing body receives regular updates on our equality work.

Contact Us

If you would like to know more about our work on equality or have suggestions on how we could improve, please contact:

Headteacher: Mrs Sonya Black

Email: admin@claveringschool.org.uk

Phone: 01429743000