



CHURCH COWLEY ST. JAMES C of E PRIMARY SCHOOL

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Head Teacher: Steve Dew

Public Sector Equality Duty Statement

Church Cowley St James C of E Primary School adopted the attached school policy at the Full Governing Body Meeting of January 2020.

The Public Sector Equality Statement was created by Church Cowley St James C of E Primary School. The Governing Body will review this policy every two years.

Reviewed: November 2019

Approved: January 2020

Signed:  Chair of Governors

Next Review: January 2022



Public Sector Equality Duty Statement

Church Cowley St James C of E Primary School is committed to equality as an educator and as an employer.

We try hard to ensure that everyone is treated fairly and with respect.

Church Cowley St James actively ensures that our school is a safe, secure and stimulating place for everyone. •

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.

We always ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parent/carers, staff and through our School Council.

At Church Cowley St James we aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

Our public sector equality objectives are to:-

To raise the pupil voice by giving the School Council a higher profile

To ensure that attendance is at least equal to the National level

To raise the achievement and progress of children in our 'vulnerable groups' to at least in line with that of their peers

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality or opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

At Church Cowley St James we understand the importance of narrowing gaps in achievement which could affect:

- Pupils from certain cultural/ethnic backgrounds
- Pupils who receive Pupil Premium

- Pupils who are disabled
- Pupils who have special educational needs /disability /SEND/LAC/EAL
- Differences in gender achievement

By analysing our attainment data we can identify different groups within our school community. We are able to make comparisons and identify any group that may be achieving less well than other groups. We build in strategies to address such issues and these are included in the school development plan. The plan is reviewed annually and action plans developed accordingly.

At our school, we monitor the impact of any strategies and interventions that we put in place to ensure that they are meeting the needs of our pupils. These are included in our school development plan and monitored accordingly.

The termly Headteacher's Report to the full governing body include reports as to the number of bullying or racist incidents that have been reported. There is also an update on the number of exclusions that may have occurred and the number of children registered as having additional learning needs.

The school has a series of policies that support this Equality Statement. These include: •

- Behaviour policy
- Safeguarding policy
- Safer Recruitment policy
- Anti-bullying
- Equality of Opportunity for Learners Policy

All staff are given copies of relevant policies as part of their induction. Policies are reviewed regularly and updated accordingly.