

**IDE HILL CHURCH OF ENGLAND PRIMARY SCHOOL**

**PUBLIC SECTOR EQUALITY DUTY & OBJECTIVES**

**ACADEMIC YEAR 2023 - 2024**

At Ide Hill Church of England Primary, we seek the 'abundant life' that Jesus promised (John 10:10) - pupils and staff flourish. From the tiny Saplings in Reception to the mighty Oaks of Year 6, children are nurtured through the learning and experiencing of respect, responsibility and love - and the greatest of these is love. Our vision is based upon by 1 Corinthians 16:14. Our Key Values are: Respect, Love and Responsibility

Ide Hill Primary School aims to promote pupils’ spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

At Ide Hill Primary School we welcome our duties under the Equality Act 2010. The school’s general duties, with regards to equality are:

* Eliminating discrimination.
* Fostering good relationships.
* Advancing equality of opportunity.

There are the nine protected characteristics under the Equality Act. We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

* Age.
* Gender.
* Race.
* Disability.
* Religion or belief.
* Sexual orientation.
* Gender reassignment.
* Pregnancy or maternity.
* Marriage and civil partnership.

**Objective 1**

Undertake an analysis of recruitment data and trends in regard to race, disability and any gender pay gap by July 2024, and report on this to the staffing and pay sub-committee of the governing board.

**Why we have chosen this objective:** To ensure equitable employment conditions for all.

**To achieve this objective we plan to:** Interrogate personnel data.

**Progress we are making towards this objective:** Data available ready to report

**Objective 2**

Have in place a reasonable adjustment agreement for any staff with disabilities by July 2024, to meet their needs better and make sure that any disadvantages they experience are addressed.

**Why we have chosen this objective:** To ensure staff disabilities (including invisible) are taken into consideration.

**To achieve this objective we plan to:** Consult staff.

**Progress we are making towards this objective:** Consultation format under consideration.

**Objective 3**

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

**Why we have chosen this objective:** To ensure equal recruitment opportunities for all

**To achieve this objective we plan to:** Train recruitment panel governors & staff

**Progress we are making towards this objective:** Training has been identified