

**IDE HILL CHURCH OF ENGLAND PRIMARY SCHOOL**

**PUBLIC SECTOR EQUALITY DUTY & OBJECTIVES**

 **ACADEMIC YEAR 2024-2025**

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**

To raise the awareness of EDIJ (Equality, Diversity, Inclusion and Justice) throughout the school over the next three years.

**Why we have chosen this objective:** A focus within the diocese as well which will support our current practice.

**To achieve this objective we plan to:** Raise the awareness of this throughout the school with both staff and children.

**Progress we are making towards this objective:** Currently mapping out EDIJ across the school.

**Objective 2**

To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including roles and responsibility opportunities

**Why we have chosen this objective:** For all children have the opportunities to participate in activities across the school.

**To achieve this objective we plan to:** Keep record of events, put on more opportunities for the children, enable all children to be given roles and responsibilities – not just set to a particular year group.

**Progress we are making towards this objective:** This year the school has put on more clubs for the children and this is continuously growing, we provide the children with trips and visits, we are organising more events within school, we have had an INSET focused on Vision and Values with staff and governors.

**Objective 3**

To review relevant school policies to ensure they clearly reflect the aim of nurture and inclusivity.

**Why we have chosen this objective:** To update our new behaviour policy in line with our work on Nurture UK and the pastoral interventions we provide our children with.

**To achieve this objective we plan to:** Train all staff

**Progress we are making towards this objective:** A working group is currently underway. Views of the children and staff have been gathered.