Newburn Manor Primary School

Public Sector Equality Duty Statement

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Contents

1. Aims 3
2. Legislation and guidance 3
3. Roles and responsibilities 3
4. Eliminating discrimination 4
5. Advancing equality of opportunity 4
6. Fostering good relations 5
7. Equality considerations in decision-making 5
8. Equality objectives 6
9. Monitoring arrangements 7
10. Links with other policies 8

NEWBURN MANOR PRIMARY SCHOOL

PUBLIC SECTOR EQUALITY DUTY STATEMENT

Newburn Manor Primary School is committed to equality both as an employer and a service provider.

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. Roles and responsibilities

The governing board at Newburn Manor Primary will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor will:

- Meet with the designated member of staff for equality annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor annually to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

Newburn Manor Primary School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training and are made aware of this policy.

Newburn Manor Primary School has a designated member of staff for monitoring equality issues, and an equality link governor. They will liaise regarding any issues and make senior leaders and governors aware of these as appropriate

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Newburn Manor Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g., pupils with disabilities, or gay pupils who are being subjected to homophobic bullying or pupils who are subjected to racist bullying because of their race, ethnicity, culture or appearance).
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g., enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g., encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, Newburn Manor Primary School will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

Newburn Manor Primary School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community. During RE teaching, it may be appropriate for children to visit places of worship in the local or wider Newcastle community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

7. Equality considerations in decision-making

Newburn Manor Primary School ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls
- Could any content while on the trip cause upset to any children from a particular group?

8. Equality objectives

Objective 1

To ensure all pupil groups reach their full potential and narrow any gaps in attainment.

We have chosen this objective to advance equality of opportunity for all groups, including those with protected characteristics.

To achieve this we will rigorously monitor the progress of all groups to clearly identify any underachievement in performance and adjust provision to support progress.

Progress will be identified and challenged through progress tracking by the SLT each term, through analysis of school data, analysis report produced and shred with staff during dedicated time.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.

We have chosen this objective to eliminate discrimination and ensure any staff with a disability can continue to work and carry out their duties successfully where reasonable adjustments can be made.

To achieve this objective we will discuss with individual staff what barriers they are facing in their role and what reasonable adjustments can be made to overcome these barriers. Adjustments which can be made will then be actioned. School will work with external agencies such as Occupational Health to identify areas for action and take advice on supporting those staff members.

Progress will be identified through any referrals made to appropriate agencies and reasonable adjustment agreements created and agreed with staff to enable them to carry out their duties.

Objective 3

To promote Spiritual, Moral, Social and Cultural Development through all appropriate curricular activities, with particular reference to issues of equality and diversity.

Why we have chosen this objective to eliminate discrimination and foster good relationships across all characteristics.

To achieve this objective we plan to address it through daily assemblies, these may be whole school, key stage or class based; through the PSHE and RE curriculum. We will also ensure that our children have an awareness of different cultures, religions and beliefs through an enriched curriculum. We will strive to ensure children do not use homophobic or racist language and that any incidents are dealt with immediately.

Progress will be identified by a well-planned and organised PSHE and RE curriculum in place across school; cross phase family group sessions and strong school values underpinning the whole Newburn Manor Curriculum offer.

Objective 4

To ensure that all pupil groups are punctual and attend school regularly.

We have chosen this objective to advance equality of opportunity as research shows the significant impact of lost learning through lateness and low attendance.

To achieve this objective the Head Teacher and Attendance Support officer plan to closely monitor attendance of all pupils on a weekly basis and, where there is a concern, ensure early intervention is put in place. The Pastoral support Worker will engage and work with families to support them to improve attendance accessing additional support where needed (including referrals to external agencies such as Families First where appropriate).

Progress will be identified by: Family Support plans in place, targeted support from the Pastoral Support worker with identified families in place, weekly attendance reporting well established and shared with key staff, attendance promoting initiatives well established in school, engaging curriculum offer in place where all children can access high quality learning and experiences.

9. Monitoring arrangements

The Head Teacher or designated member of staff will update the equality information we publish, at least every year.

This document will be reviewed by the Head Teacher and named Governor at least every 4 years.

This document will be approved by the local Governing Body.

10. Links with other policies

This document links to the following policies:

- NMPS Accessibility plan
- NMPS Risk assessment policy
- NMPS Positive Behaviour policy
- NMPS Anti-bullying policy
- ONE Trust Safeguarding and Child Protection Policy 2026-27
- ONE Trust Safer Recruitment policy
- ONE Trust Pupil Equality, Equity, Diversity and Inclusion Policy
- ONE Trust Staff Equality, Equity, Diversity and Inclusion Policy