

At Stanstead Nursery and Primary School, we pledge to respect the equal human rights of all our pupils, to educate them about equality and to respect the equal rights of our staff and other members of the school community.

As part of our duty to conform to the Public Sector Equality Duty (PSED), we focus on the three key areas of the duty which are:

Eliminating discrimination

We have clear policies for behaviour and anti-bullying and utilise many strategies to promote positive actions within these areas. In addition, we adhere to the Epping Forest Schools Partnership Trust / Local Authority policies on pay and recruitment in order to ensure that discrimination does not take place.

Advancing equality of opportunity

We analyse data of different pupils and groups of children extensively throughout the school and publish data related to it, for example, on the Pupil Premium Grant impact report. We also focus on the attendance of different groups to ensure that we can take positive steps to prevent persistent absences from re-occurring.

Fostering good relations

Through our PSHE & Citizenship curriculum, we focus on aspects which promote tolerance, friendship, and understanding of a range of religions and cultures. Our assemblies deal with relevant issues and we engage with community groups to support us to promote understanding of disabilities, such as 'Guide Dogs for the Blind'.

EQUALITY OBJECTIVES 2018 / 2019

- To ensure that all pupils make progress, including vulnerable groups
- To ensure that there are sufficient opportunities within the school's curriculum to address equalities issues
- To monitor bullying and harassment of pupils and staff by race, disability and gender and that this information is used to make a difference to the well-being of all pupils