



CLARENDON PRIMARY SCHOOL

Together we shine



Clarendon Primary School Equality Information and Objectives

At Clarendon Primary School we seek to value everyone, and our school is committed to equality in practice. We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- Clarendon is a school committed to producing good citizens – locally, nationally and globally;
- We welcome the emphasis in the Ofsted framework on the importance of narrowing gaps in achievement which affect, amongst others:
 - Children from certain cultural and ethnic backgrounds
 - Children who belong to lower income households
 - Children who are disabled
 - Children who have special educational needs
 - Boys in certain subjects, and girls in certain other subjects

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, children, parents and others in the following ways:

- The Equality Policy applies to everyone at Clarendon & is published on the school website;
- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Three clear levels of pastoral care in school
 1. Councillor/ESW
 2. Pastoral Care Mentor
 3. Teacher Mentors
- Questionnaires to gain feedback from children, parents and carers, governors and staff;
- Regular parent workshops and communication, for all parents in areas such as ESOL, reading, phonics, writing, maths, ICT, SEND and e-safety;
- Class and whole school assemblies embrace a breadth of cultures and the Clarendon Values;
- Termly open sessions in all year groups for parents/carers/other relatives (starbooks, wow events);
- The school curriculum is designed to enable children to understand and respect diversity;
- Effective school council;



Our Equality Objectives

- Educate all about discrimination and prejudice and promote a harmonious environment;
- Strive for all children regardless of ethnicity, age, gender, special educational need to achieve the highest possible standards in their learning and make good progress;
- Ensure that the appointment of staff is in line with equal opportunities legislation;
- To promote positive mental health (through high quality PHSE/RE), strong pastoral provision and good links with families.