



Farnborough Road Infant School

Public Sector Equality Statement

“Learning, Caring and Achieving Together”

At Farnborough Road Infant School, we welcome our duties under the Equality Act 2010, and in particular our duties in regard to the Public Sector Equality Duty-to eliminate discrimination, advance equality of opportunity and to foster good relations.

We are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually.

This duty has three elements. In carrying out their functions public bodies are required to have ‘due regard’ when making decisions and developing policies, to the need to:

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

We are also fully committed to meeting our responsibilities in regards to- The Prevent Strategy, Promoting British Values, Child Sex Exploitation, Young Carers, and any other Government backed equality initiatives.

Our aim is to provide a framework that supports our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between different groups of people. It is also intended to help tackle issues of disadvantage and underachievement of different groups.

As such, we recognise that the whole school community working together, encouraging strong, positive relationships between pupils, staff, parents, governors and other school stakeholders helps to provide the best education and life experiences for all our pupils.

We shall achieve this through:

- ❖ Implementing required policies and procedures
- ❖ With a renewed focus on our Relationships and Health curriculum and the teaching of the protected characteristics
- ❖ Ensuring appropriate training for all our staff
- ❖ Our curriculum and interaction with all members of our school community - with a particular focus on the protected characteristics
- ❖ Appropriate oversight by school leaders and Governors
- ❖ By seeking appropriate external support and advice

In line with our responsibilities under the Public Sector Equality Duty arising from the Equality Act 2010, we shall publish on line and in paper format our Equality Objectives for the next four years; which we intend to evaluate annually. Please contact Miss Sephton should you require any further information regarding the school’s equality and diversity policies and procedures.

We shall continue to monitor and review our responsibilities in meeting our duty under the 2010 Equalities Act.

Jennifer Sephton
Headteacher

The policy will be reviewed regularly.

Updated September 2024

Signed _____ **Date** _____ **Headteacher**

Signed _____ **Date** _____ **Chair of Governors**