



Nether Stowey CE VC Primary School

Public Sector Equality Duty Policy

Approved on behalf on the Governing Body:

(Chair of Governors)

Approved on behalf on the School:

(Head Teacher)

Approved January 2025

Review January 2026

Our vision



Nether Stowey Church of England Primary School

inspires a love of learning in all of us with

Christian values at our heart.

Our school community is a safe, caring friendly place where everyone is welcome.

We give all children and staff the opportunity and encouragement to aim high and develop their strengths and interests.

We strive to understand, respect and value each other, our school, our community and the world we live in.

Nether Stowey Church of England Primary School values are:

Thankfulness, Fellowship, Endurance, Peace, Trust & Charity

We are caring. We are active. We are, our best

Introduction

To comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement – these are our aims that ensure equality for all members of our school community.

Our duties under the Equality Act 2010 are as follows.

- Eliminating discrimination
- Fostering good relationships
- Delivering equality of opportunity

We will not discriminate against any current or future child or adult of our school community because of the following characteristics.

- Gender
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We seek to develop each child's spiritual, moral, social and cultural self, promoting equity and equality by valuing diversity and tackling discrimination. We wish our school to be a place free of prejudice where every child and adult is embraced, feels safe and develops confidence.

Tackling Discrimination

We believe that every individual should be celebrated. We seek to build a community where everyone feels confident and comfortable. We aim to achieve this by taking the following actions.

- Being respectful
- Being fair
- Developing an understanding of the strength of diversity
- Living inclusively
- Ensuring all aspects of school life are accessible to all
- Encouraging compassion
- Being open-minded
- Challenging any form of discrimination
- Respecting rights and promoting responsibilities

Tackling Prejudice

We will tackle every form of prejudice-related incident. We treat discrimination against all members of our school rigorously and will take appropriate actions and sanctions and seek to support and guide all involved.

Pupils are taught the following.

- Understanding and respecting others
- Celebration of cultural difference
- To use talents and skills for the good of self and others
- To be inclusive
- To understand what discriminatory behaviour looks like and how to report concern

We expect all staff and adults to behave in the following way.

- Treat everyone with respect and fairness
- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

Equality and Dignity - Workplace

We do not discriminate against staff in any way including the following.

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not acceptable. We will continue to promote an accepting and respectful environment for our school community.