



Review of how Shirley Warren Primary and Nursery School complies with the Public Sector Equality Duty.

Governors met and reviewed - May 2019

Next Review date - May 2020

The Senior Leadership Team and Governing Body of Shirley Warren Primary school have met the main aims of the PSED in the following ways:

Eliminating discrimination

The school has eliminated discrimination by:

- Being aware of its obligations under the Equality Act 2010 and complying 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
- The school has a designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

The school has advanced equality of opportunity by:

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

Fostering good relations

The school has fostered 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. For example, as part of teaching and learning in English/reading, pupils have been introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils have been encouraged to take a lead in such assemblies and we have invited 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
- 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. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
- We have created a climate of understanding and acceptance of all pupils and continue to promote the Rights Respecting School culture and the continuation of our Stonewall partnership