



TOOTING PRIMARY SCHOOL

Equality Policy Statement

**This policy was agreed on 21st March 2017
To be reviewed in Spring Term 2019/20.**

Tooting Primary School Equality Policy Statement

School's Aims and Values

At Tooting Primary School we believe that every member of our school community has the right to receive education or employment in an environment which is free from prejudice. Every pupil has the right to receive the best possible education. We are committed to providing all our pupils with an equal opportunity to thrive in a setting free from discrimination in all its forms. We strive to be a school where adults and children, whatever their race, religion, gender, abilities, family and social circumstances, will find safety and respect for themselves, their families and their traditions. Our policy should ensure that every member of our community respects others and is respected, achieves his or her full potential and is welcomed and valued.

To make this commitment real, we aim to develop policies and practices based on the particular needs of our school and its community.

We aim to:

- ✓ Ensure that pupils have the opportunity to reach their potential in all areas of school life
- ✓ Ensure that parents and pupils can make choices free from prejudice and stereotyping
- ✓ Oppose any form of discrimination
- ✓ Value every pupil's language and cultural background
- ✓ Promote respect between cultures

Equality at Tooting

Tooting Primary school is aware of its responsibilities under the Equalities Act 2010, and we are implementing our Public Sector Equality Duty.

The Act gives us three general duties:

- To eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under this Act.
- To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We believe that these duties are already embedded within our school and play an integral part in making a successful school.

In line with legislation we are aware that we have specific duties to carry out:

1. To publish information which shows we have due regard for equalities, as defined by the Act. Please see our Equalities Opportunities Policy which is available as a hard copy in the school office and on our school website.
2. To publish at least one equality objective every four years. This should be measurable and further the aims of the equality duty.

Our 3 year School Improvement Plan already has targets which focus on maximising opportunity and achievement for all pupils. Our specific equality target for 2016 onwards is:

'To ensure that the performance of EAL pupils is in line with that of the rest of their peers and that any gap in achievement is narrowed'

Our reasons for choosing this target are:

- We wanted a target that fits into our whole school development plan
- This target focuses on a significant group within the school and therefore has an impact on whole school performance