



# *St Giles' C of E Primary School*

*Learn, Grow and Flourish*

*Headteacher Mr Mark Pipe*

## **EQUALITY OBJECTIVES 2026/2027**

As St Giles is a public body we have a Public Sector Equality Duty with regard to equality, as prescribed by the Equality Act 2010. This extends to persons who have certain protected characteristics (meaning but not limited to race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment).

In accordance with the Equality Act 2010 we must publish:-

1. Details of how the school complies with its Public Sector Equality Duty- updated annually.
2. Details of the school's equality objectives – updated every 4 years.

### 1. Public Sector Equality Duty compliance

The school aims to:-

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do share it.
- Foster good relations between those with different protected characteristics.

and to achieve these aims:-

- decision-makers in school must have due regard to the duty when decision-making and action-taking, and must assess whether it may have implications for those with particular protected characteristics.
- Consideration must be given to equality implications during policy development and not as an afterthought. Policies must be kept under review on a regular basis.
- The duty must be rigorously integrated into all of the school's functions with an open mind.

## **ELIMINATING DISCRIMINATION**

The school will make every effort to

- Ensure compliance with its Public Sector Equality Duty.
- Emphasise the need to avoid discrimination and other prohibited conduct in its policies.
- Increase staff and governors awareness of their responsibilities under the Equality Act 2010.

St Giles' C of E Primary School  
Blanche Lane,  
South Mimms,  
Hertfordshire  
EN6 3PE

01707 642170  
[office@stgiles.herts.sch.uk](mailto:office@stgiles.herts.sch.uk)  
[www.stgiles.herts.sch.uk](http://www.stgiles.herts.sch.uk)



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- Promote knowledge and understanding of equality issues.
- Identify training needs, monitor performance and report accordingly to the governing body.

## **ADVANCING EQUALITY OF OPPORTUNITY**

The advancement of equality of opportunity includes:

1. Minimising disadvantages suffered by those people connected to a particular characteristic they have,
2. Taking steps to meet the particular needs of those people who have a particular characteristic, and
3. Encouraging those people who have a particular characteristic to fully participate in any activities.

Pupil attainment data published by the Government is included on the school website, and helps to identify any areas of inequality which need to be addressed. The data does not identify individual pupils and shows how those with different characteristics are performing. It is important to note that the latest data published by the Government is for the academic year 2018-19 and so may not reflect current performance.

## **DEVELOPMENT OF GOOD RELATIONS BETWEEN PEOPLE AND GROUPS**

Can be demonstrated by

- Elements of the curriculum which promote tolerance/friendship, and which share understanding of different cultures and religions.
- Behaviour policy and Anti-bullying policy.
- Relevant issue themed assemblies.
- Local community involvement
- Initiatives to deal with tensions between different people or groups of people within the school.



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1. Consultation and involvement of all members of the school community through the undertaking of parent and staff surveys.
2. Analysis of the next published pupil results to identify trends and respond accordingly.
3. To actively promote equality within all aspects of the curriculum.
4. To achieve Disability Confident Committed (Level 1) status. This scheme helps employers recruit and retain great staff and helps to:-
  - Challenge attitudes/increase understanding of disability
  - Draw from the widest pool of talent
  - Secure high quality staff
  - Improve staff motivation by demonstrating fair treatment of all
  - Commit to inclusion and diversity in the workplace
  - Emphasize the school's Public Sector Duty in terms of policy development and review.