



KDPS Equality Statement



At King David Primary School, we believe that everyone has the right to be treated with dignity and respect. We are committed to ensuring equality of opportunity in line with the Equality Act of October 2010. This Act prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics these being disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

We seek to show this through all aspects of school life and in particular through our commitment to every child fulfilling their potential through classroom based learning, outdoor learning, pastoral care, intervention groups, work in the local and wider community and our recruitment and retention of staff.

All our staff are committed to ensuring that all pupils are challenged to achieve their potential and will also guide parents on how they can support their children's achievements. Where pupils experience barriers to learning, we will work with them to address these in a sensitive and supportive way. We will ensure that all pupils understand the importance of equality and foster within our pupils their own commitment to promoting equality.

We will have due regard in the day to day policies and practice of our school for the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different groups

Our school context

King David Primary School is a popular Modern Orthodox Jewish school with a planned admission of 60 in each year group. It is a single Academy. Most children come from outside the school's geographical catchment area, which has areas of economic disadvantage. Very few of our pupils are from other minority ethnic backgrounds and around 7.5% of pupils receive Pupil Premium.

Our Vision and Aims for Equality and Diversity

We will treat everyone at King David Primary School fairly and with equal respect so that all members of our school community can be free to learn, enjoy and reach their potential. At KDPS we will ensure that we:

- Tackle all discrimination including on the grounds of race, disability, gender/gender identity, sexual orientation, religious belief or age.
- Positively advance equality within our school for adults and children.
- Create good relationships in the school between all groups by race, gender/gender identity, disability, sexual orientation, religious belief and age.
- Promote equality of opportunity for all.

School Equality Objectives 2022-25

1. To close gaps in attainment between different groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities and students from minority ethnic groups or who have English as an additional language.
2. To promote pupils' understanding of identity, diversity, community and equality.
3. To expect staff, parents and pupils to use inclusive language to avoid biases, slang or expressions that exclude certain groups based on age, race, ethnicity, disability, gender or sexual orientation.

This statement will be reviewed annually by the SLT & Governing Body.

Public Sector Equality Duty

Schools are required to publish information which is updated annually showing how they comply with the Equality Duty and to set at least one equality objective every 4 years. The need to advance equality of opportunity is defined in the Equality Act 2010 as having due regard to the need to:

- Remove or minimise disadvantages
- Take steps to meet different needs
- Encourage participation when it is disproportionately low.

The Public Equality Duty extends to the following protected characteristics:

- Race
- Disability
- Sex
- Age (as an employer, not regarding pupils)
- Religion/Belief
- Sexual Orientation
- Pregnancy and Maternity
- Gender Reassignment