

Crawshawbooth Primary School

Equality duty statement 2026

Background

This statement of the school's policy is to comply with the single public sector equality duty (PSED). This requires all schools to publish:

- information demonstrating how they are complying with the equality duty;
- a specific and measurable equality objective.

The equality duty has three elements.

1. Eliminate discrimination, harassment, victimization and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic¹ and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Crawshawbooth statement

Crawshawbooth primary school is mindful of its demographic makeup and that of the community it serves. It recognises that children will have limited day to day contact with the multi-culture and multi-ethnic communities found throughout Britain today. The school therefore ensures through the curriculum, as well as the choice of activities that take place out of school, that the children are exposed to a wide variety of experience that allow them to learn about other cultures. This is supported by a rigorously enforced code of conduct rooted in mutual respect for others.

The school monitors and reports termly to Governors any examples of homophobic or racial bullying. However we know that these alone are not the only forms of bullying and all bullying incidents are carefully monitored and followed up as appropriate not only in line with our anti-bullying policy, but also to ensure that we monitor and put in place effective remedies for any bullying arising from a protected characteristic.

The school has very effective data monitoring system for attainment and achievement and this is used to identify groups that are underperforming in any aspect of the curriculum, and put in place remedial steps. This has included a focus on boys' writing and the development of a new reading scheme that will provide material suitable and interesting to children of both sexes and all abilities.

While the school monitors the performance of children of ethnic background as well as those looked after, the numbers in the school make any general conclusion meaningless and so the focus is on meeting individual needs.

¹ These are race, disability, sex, age (not in schools except for staff), religion or belief, secular orientation, pregnancy and maternity and gender reassignment.

Throughout Crawshawbooth Primary School we provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society;
- Using materials that reflect the diversity of the UK without stereotyping;
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice;
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seeking to involve all parents in supporting their child's education;
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils;
- Effective staff training in both equality and data analysis;
- Careful consideration in the purchasing of curriculum resources, including furniture and ICT, as well as any alterations to the building, to ensure that they are effective and accessible for all.

Equality objectives

- To ensure Pupil Premium continue to close the gap with all pupils nationally and within school.
- To continue to close the gender gap within school.
- To further enhance current practice by working towards the Gender & Gender Variance and the Sexual Orientation Badge plus the RE badge of the Lancashire Equality Mark. (Awarded Race and Disability Badges in 2015)
- To continue to consult with the Equality Working Group made up of parents and teachers. To continue to consult with the School Council.

The following documents support the statement above.

- School anti-bullying policy
- Behaviour and Discipline Policy
- School improvement plan
- Equality mark action plan
- Performance data
- Staff training and Coaching records
- PHSCE materials
- Headteacher reports to Governors