



Public Sector Equality Duty at Settrington All Saints' Church of England Primary School

Review Date – February 2026

Everyone is welcome and fully supported at Settrington All Saints' Church of England school.

Public bodies, including schools, have a duty under the 2010 Equality Act to promote equality within their organisation. At Settrington All Saints School, we see this not only as a legal duty but as a moral one, fully aligned with our core values of **Love and Serve** and as part of our Nurture School philosophy. We believe that every individual deserves to be treated with dignity, compassion, and equal legal protection, principles that underpin everything we do.

The Equality Act 2010 requires us to have due regard for the need to:

- **Eliminate discrimination** and other conduct prohibited by the Act.
- **Advance equality of opportunity** between those who share a protected characteristic and those who do not.
- **Foster good relations** across all characteristics, promoting respect and understanding.

A protected characteristic can include race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, and gender reassignment. We are committed to ensuring that all individuals, regardless of their characteristics, are valued equally as part of the wider human race.

Furthermore, we recognise that our approach to treating people with fairness and respect extends beyond individuals to the environment and all living beings. Our values of **Love and Serve** guide us to act with care and responsibility, setting an example for our children as they grow into compassionate, socially responsible citizens. As educators, we have the privilege of promoting equality in our daily practices while instilling in our pupils the values that will shape a more inclusive and just future.

Our Objectives (2025-2028):

1. **We aim to eliminate discrimination** by ensuring a prejudice-free environment where all individuals are treated with dignity and respect and to prevent discrimination, harassment, or victimisation based on protected characteristics.
2. **We aim to advance equality of opportunity** by providing equal access to education, support systems, and school activities. We will monitor and address barriers to inclusion and achievement for all pupils.
3. **We will foster good relations** by promoting understanding, tolerance, and mutual respect among pupils, staff, and the wider community, encouraging collaboration between different groups to celebrate diversity.

Leadership Commitment: Governors and the Head Teacher ensure policies, curriculum and school culture support equality and inclusion.

Staff Responsibilities: Teachers and staff promote a fair curriculum, provide tailored support, and create an inclusive environment.

Pupil Involvement: Pupils are encouraged to respect, support, and celebrate individual differences.

Evidence of Impact: Policies, assessments, behaviour management, curriculum access, partnerships with external agencies, and equal participation in school activities demonstrate our commitment to the Public Sector Equality Duty.