



Horncastle Primary School
Public Sector Equality Duty Statement

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

At Horncastle Primary School:

- We try to ensure that everyone is treated fairly and respectfully;
- We want to make sure that our school is a safe and secure place for everyone;
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same;
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of their age, disability, gender, ethnicity or sexual identity;
- We recognise that some pupils need extra support to help them to achieve and be successful;
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably;
- Our aim for all children to **achieve their full potential**

Our Values, Visions and Aims

Values	Visions	Aims
Respect and Kindness	A school where everyone is treated equally regardless of culture, race, faith, gender or ability A school where all individuals are respected and develop a strong sense of self-identity	To encourage an awareness of and respect for others To provide equal opportunities for all To provide a happy, caring environment in which children feel secure, valued, supported and respected

Trust and Honesty	A school where children's views and opinions are listened to and valued	<ul style="list-style-type: none"> To have an active school council involved in decision making To promote pupil support through peer mediation To encourage children to voice opinions and give feedback on teaching and learning
Determination	A school where children reach their full potential in all aspects of school life, they have a positive attitude to their learning and do not give up.	<ul style="list-style-type: none"> To provide high quality teaching and a differentiated curriculum which meets the needs of all children To develop confident, creative and independent learners To promote high standards of achievement To monitor progress to support learning To encourage all children to develop confidence and self-esteem To encourage children to be enterprising and handle risk, knowing when to be independent and when to seek advice
Safety	A school where everyone is safe and free from danger	<ul style="list-style-type: none"> To provide a safe and secure environment To protect children from exposure to bullying To educate children about staying safe
Teamwork	A school where children will work together in both academic and social situations	<ul style="list-style-type: none"> To teach children to manage their feelings using appropriate strategies To encourage children to form positive relationships To develop understanding of the rights of others and personal responsibilities

To this end, we have established a set of Equality Objectives that are reviewed on an annual basis and can be found on the academy website.