

## BLOXHAM C OF E PRIMARY SCHOOL

### *EQUALITY OBJECTIVES 2021-2024*

#### **Introduction**

In line with our Mission Statement, all staff at Bloxham Primary School are committed to ensuring equality of education and opportunity for all, irrespective of 'protected characteristics' (defined below). We aim to develop a culture of inclusion and diversity in which all those connected to the school are encouraged to participate fully in school life and to feel proud of their identity.

The [Public Sector Equality Duty 2011](#) has three aims under the general duty for Schools / Academies and Settings:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

At Bloxham C of E Primary School, we have considered how well we currently achieve these aims. A summary of our equalities evidence and effectiveness and next steps is recorded in our Equality Plan 2021-24.