

BREDHURST CHURCH OF ENGLAND (VC) PRIMARY SCHOOL

PUBLIC SECTOR EQUALITY DUTY POLICY

July 2024
(Review Date: July 2026)



BREDHURST VISION

To learn and grow through the guidance and love of God

OUR MISSION STATEMENT

At Bredhurst CE Primary we value diversity and promote equality of opportunity for all.

Religious education should enable every child to flourish and live life in all its fullness. (John 10:10)

It will help educate for dignity and respect, encouraging all to live well together.

OUR VISION

Our Vision is inspired by Matthew 13 : 31-32, The Parable of the Mustard Seed

Jesus said, "What shall we say the kingdom of God is like, or what parable shall we use to describe it? 31 - It is like a mustard seed, which is the smallest of all seeds on earth. 32 - Yet when planted, it grows and becomes the largest of all garden plants, with such big branches that the birds can perch in its shade."

The theology behind this parable is embedded across all our learning

OUR ETHOS

At Bredhurst, we aim to be proactive in helping each child to achieve the key elements to well-being in childhood and later life. These are:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well being

OUR CORE VALUES

The 'Spirit of Bredhurst' encompasses our core Christian values

- Self control
- Perseverance
- Inclusion
- Respect
- Inspiration
- Trust

These are displayed in each classroom, the entrance, the hall and the playground and are referred to regularly in Worship and in class lessons.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PUBLIC SECTOR EQUALITY DUTY

As we have fewer than 150 employees, our employee data will still be included in Kent published data and therefore is collated centrally.

The data will be collated from the Kent payroll system.

We encourage our employees to update their data on a regular basis.

We, at Bredhurst CE Primary, wish to achieve the aims of the Public Sector Equality Duty to:-

- Eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

As required under the Equality Act, Bredhurst CE Primary School Equality Objectives are:

To ensure the performance of all vulnerable groups in the school is closely monitored and in particular:

- To ensure that the performance gap between boys and girls is monitored and any actions taken to minimize and close any gaps if they occur.
- Ensure that the performance of disabled children is monitored and any actions taken to minimize and close any gaps if they occur. (See Accessibility Action plan).
- Ensure that the performance of children from all ethnic groups is monitored and any actions taken to minimize and close any gaps if they occur.

All of the above will be reviewed in line with our Equal Opportunities Policy.