

<b>Princess Frederica CE</b> College Road, London, NW10 5TP Phone: 0208 969 7756		<b>VA Primary School</b> Head of School – Ms N Christopher Executive Head Teacher – Ms S Bouette Email: <a href="mailto:admin@princessfrederica.brent.sch.uk">admin@princessfrederica.brent.sch.uk</a>
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# Equality Information and Objectives

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Review Governor	
Set up	May 2022
Date of Next Review	May 2024

## **Background**

The Public Sector Equality Duty (PSED) requires schools to prepare and publish equality objectives at least once every four years. The single Public Sector Equality Duty (PSED) came into effect in April 2011 as result of the Equality Act 2010. It requires bodies to promote equality and replaced three pre-existing duties relating to disability, race and gender equality.

The PSED has three main elements. In carrying out their functions, public bodies are required to have due regard to the need to:

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it.

## **The protected characteristics**

These are defined in the Equality Act 2010 as:

- age
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership

## **Princess Frederica equality objectives**

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Princess Frederica Primary School fulfills its duty under the PSED in a number of ways in line with our Christian values and ethos.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

**Our specific equality objectives are:**

1. To monitor the involvement of pupils in the extra-curricular life of the school, ensuring that equal access is enabled and that pupils from all backgrounds and regardless of need are participating. There will be a focus on – after school clubs, music lessons/clubs and residential trips.
2. To carry out bi-annual reviews of the curriculum so that the proportion of teaching that represents non-white heritage or protected characteristics is in line with the backgrounds of children in the school. This will include engaging the whole school community through events such as an annual diversity event (Cultural Unity Day), the teaching of key non-statutory curriculum content such as Black History Month, key events such as holidays in other faiths and nationally marked focus days such as International Women's Day.
3. To ensure equality of opportunity for existing staff and in recruitment ensure equality in both the external and internal recruitment processes.

**Review and evaluation**

The school reviews its activity and progress towards these objectives annually and reports to the Governing Body each year.