



Public Sector Equality Duty Statement

Approved	SLT and Governors
Policy Date	Summer 2026
Review Date	Summer 2029

At Grand Avenue Primary and Nursery School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

We aim to reflect the multicultural nature of our society and foster a positive attitude toward everyone. We believe that all members of our school community should be allowed to work and learn in a supportive environment free from threat, harassment or unjust treatment.

1. Our Statutory Aims

In accordance with the Equality Act 2010 and the Public Sector Equality Duty, our school has "due regard" to the need to:

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

2. Our Values (The GRAND Rules)

Our approach to equality is underpinned by our core values:

- **Generous** – Embracing diversity and working together to create a supportive environment.
- **Respectful** – Taking responsibility for our choices and respecting others.
- **Aspiring** – Believing every individual has the power to achieve great things.
- **Neat** – Celebrating our own and others' unique personal achievements.
- **Determined** – Acting with integrity and resilience to make a positive difference.

3. How We Advance Equality

We implement our equality duty through various school practices:

- **Racial Justice:** We are on a journey of Racial Justice, diversifying our curriculum to include the rich histories and contributions of many heritages and employing culturally responsive teaching.
- **Rights Respecting School:** As we work towards the UNICEF UK Rights Respecting School Award, we put equality, dignity and non-discrimination at the heart of our ethos.
- **Inclusive Curriculum:** We ensure learning resources (such as library books and classroom corners) reflect our community and provide positive role models for all.
- **Accessibility:** We make reasonable adjustments to ensure the school environment and activities are accessible to pupils, staff and visitors with disabilities.

- **Pupil Voice:** We empower children through the School Council and various pupil groups to participate in decision-making.

4. Equality Information (Data as of April 2025)

We publish the following information to demonstrate our compliance with the PSED:

- **School Population:** 658 pupils
- **Diversity:** 28.76% of our pupils are from the global majority.
- **Inclusion:** 16.71% of our pupils have Special Educational Needs (SEN).
- **Socio-economic:** 14.4% of our pupils receive Free School Meals (FSM).

5. Our Equality Objectives

Our current objectives focus on:

1. **Awareness:** Using assemblies and cultural events (e.g. Cultures and Languages Week) to increase pupil understanding of different communities.
2. **Representation:** Ensuring learning resources depict positive images of people with protected characteristics so no child feels isolated.
3. **Achievement:** Monitoring progress to ensure there are no gaps in confidence or attainment due to background, gender, race or disability.

Monitoring and Review: The Governing Board and the Equality Link Governor (Jihan Santamaria) oversee these duties. This information is updated annually, and our equality objectives are reviewed every four years.