Thurlaston CE (Aided) Primary School
Teaching and Living the Christian Way of Life

Public Sector Equality Duty Statement

In line with our vision statement we believe in the inherent worth of all people and that everyone has a God-given right to be treated fairly and equitably.

We monitor all our pupils to ensure that no group is being treated less favourably than others. In some instances this will mean giving extra support over and above others. Equality does not mean that everyone is or should be treated exactly the same but that all should have the equal opportunity.

We give extra support to pupils who are struggling and particularly to pupils who have Special Educational Needs.

We monitored the uptake of music tuition and found that boys were under represented. To address this we found tutors who could teach instruments that boys wished to play and initially subsidised this and provided instruments on loan free of charge. This increased the take up and now there is no subsidy.

We found that girls were under represented in after-school sports clubs and therefore a teacher ran a sports club that was preferred by the girls and therefore increased the take up.

The governors have identified that some groups of pupils may not be able to afford various items that would benefit them and have set a discretionary fund up to support pupils with their needs. This is used to subsidise trips and music tuition provided on the school premises at present.

We keep both parents of estranged families informed about their child's progress and school events.

All staff are treated fairly and there is a range of policies in place to ensure this. Some key policies are Equal Opportunity Policy, Disability Equality Scheme and Gender Equality Policy. All policies can be found on our website. We have fair and equitable recruitment practice and in line with LA policy we have given opportunity to persons who stated they were disabled and matched the essential criteria of the post by interviewing them and making adjustments as necessary to enable this to happen.