



**Thurlaston CE (Aided) Primary School**  
**Teaching and Living the Christian Way of Life**  
**Building Our Lives on Jesus**

## Public Sector Equality Duty Statement 2022

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 or who have other disadvantage such as in receipt or Free School Meals, previously in receipt of FSM, Looked-After by the Local Authority or Previously Looked-After.

We monitored the uptake of music tuition. We have an equal number of boys and girls taking musical instrument tuition for 2022. The provider can provide tuition for a range of instruments to suit all needs.

We monitor the uptake of Sports in KS2 and provide Primary GALS to increase the uptake of exercise from girls in years 5 and 6 and LADs to increase the uptake of exercise from boys in years 5 and 6.

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. This was recently changed to include after school clubs.

We keep both parents of estranged families informed about their child's progress and school events. Though we encourage parents to come together to parents evenings we have provided separate ones when necessary.

All staff are treated fairly and there is a range of policies in place to ensure this. Some key policies are Equal Opportunity Policy, Family Leave 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.

We have published Grievance Policy (staff) and Complaints Policy (Parents, Carers and non-staff persons) which all can use if they believe they have been or are being treated in an unfair manner.