



Bagthorpe Primary School

Public Sector Equality Duty (PSED) Statement and Objectives 2025

Author	Publication Date	Review Cycle
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Aims

We aim to make our school a place where we all learn for life, grow together and work hard to achieve our personal best, in an environment where every person matters. We aim for excellence in achievement and personal development by having a curriculum, which is about real learning and by keeping our seven core values at the centre of all we do.

Core Values

Moral Purpose

We aim to do what is good and to be positive in everything, showing respect and care for others, across cultures, distance and generations; our environment, both near and far, and ourselves, our health and well-being.

Humility

We seek to do our personal best without showing off and we encourage others to achieve their best without being critical or jealous of their efforts.

Compassion

We look after each other and care for those who are in difficulty and who are hurting, recognising that the world does not exist for us alone.

Integrity

We always tell the truth and can be trusted to be honest, to say what we mean and mean what we say.

Accountability

We accept responsibility for the things that we say, think and do understanding that actions and choices have consequences.

Courage

We do the right thing, even when it's hard; we stand up for the weak and we are brave in facing our fears and finding ways to defeat them.

Determination

We work hard and never, ever, give up because this is essential if we are to achieve anything worthwhile.

Public Sector Equality Duty (PSED): Statement and Objectives

1. Introduction

At Bagthorpe Primary School, Governors and school leaders will fulfil the Public Sector Equality Duty by giving it relevant and proportionate consideration. In policy development, decision making and in carrying out school functions leaders will seek to:

- Eliminate discrimination and other conduct that is prohibited by the act
- Advance equality of opportunity between people who share protected characteristics and people who do not share it
- Foster good relations across all characteristics (age will be considered as an employer rather than between pupils)

2. Equality Information – Our Context

Bagthorpe Primary School serves a rural, village community in Nottinghamshire. We monitor equality data annually, including pupil demographics (eg, gender, ethnicity, SEND, EAL and disadvantaged pupils) and use this to inform our curriculum, policies and practice.

This information helps us identify priorities and measure the impact of our equality objectives.

2. Protected Characteristics

At Bagthorpe Primary School, our commitment to equality and inclusion is deeply rooted in our core values – moral purpose, humility, compassion, integrity, accountability, courage, and determination – because these principles guide us to respect, care for, and empower every individual, ensuring fairness and belonging for all.

The Equality Act 2010 protects individuals from discrimination and unfair treatment through nine protected characteristics. By understanding and upholding these, we ensure that our school is a place where everyone can flourish and live life in all its fullness.



The protected characteristics are:

- Age (as an employer)
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We actively promote equality and inclusion by embedding these principles into our curriculum, policies, and everyday interactions. In doing so, we celebrate diversity, challenge discrimination, and foster a culture of belonging where every pupil, member of staff, and family is valued as part of our school community.

Review of Previous Objectives (2023–2025)

During the last cycle, Bagthorpe Primary School successfully advanced equality and inclusion through the following achievements:

Accessibility

Building projects and site improvements incorporated accessibility features, ensuring safe and inclusive access for all users.

Fostering Good Relations

Pupils participated in visits to places of worship, inter-school sports competitions, and a wider range of community events, promoting understanding and respect across cultures and beliefs.

Eliminating Discrimination

Anti-bullying and behaviour policies were embedded and monitored effectively. A robust system for recording and responding to discriminatory incidents was implemented, resulting in swift interventions and improved pupil safety.

Evidence of Impact includes access audit reports, trip records, event attendance registers, behaviour logs, and governor monitoring reports.

Equality Information and Objectives

(Revised in conjunction with Equalities Policy and Statement)

Objectives: September 2025 – September 2029

Last Reviewed: September 2025

Aim	Action	Impact
Objective 1: Protected Characteristics Ensure all members of Bagthorpe Primary School community feel equal and can 'see themselves' in the school curriculum and supporting resources	- Consult community stakeholders when developing policy so that all views are taken and inform practice. - School Governors minute where protected characteristics have been considered in decision making. - Reading material reflects the school community. - Invest in a range of fiction texts so children can see themselves in stories. - Develop collective worship to showcase inspirational and aspirational stories from individuals with protected characteristics.	The adults and children celebrate diversity and are tolerant to all religions, cultures and groups of people within society (Evidence – pupil voice; work scrutiny; equalities incidents). Learning environment celebrates the diversity of the locality. Policy informed by stakeholder consultation, eg, RSHE Policy and considerate decision making.
Objective 2: Accessibility for All To ensure future building projects improve access	- Audit the school environment and consider the needs of adults and pupils with a disability. - Financial investment to upgrade accessibility. - Invest in digital resources with accessibility tools. - Engage multi-agency support for specialist learning resources. - Ensure wheelchair access to each area of the school premises	Pupils and staff have equal and safe access to the school site. The school is prepared to meet the needs of pupils or adults considering application to the school.
Objective 3: Promote Equality Foster good relations between people who share a protected characteristic and people who do not	- Positive relations and British Values are promoted through whole school collective worship and visits to places of worship. - Difference and identity is explored through curriculum resources and stakeholder communication. - Cross-cultural engagement – exploring similar faith, different or none - eg partnership with other settings, for example, Faith schools in the Trust. - Continued programme of inter-school sports competitions involving a wide range of activities. - Wider range of inclusive events appeal to broad cross section of community, eg, Let's GLOW!	Healthy and positive relationships are held between people with and without a protected characteristic. Recording systems enable quick identification of any issues and swift action.

Progress towards these objectives is reviewed annually as part of the schools monitoring and evaluation cycle and reported to Governors through the Equalities and Inclusion review. Objectives are fully refreshed every four years.

School Demographic Profile

This information below illustrates key elements of the school’s demographic profile as it stood in September 2025.

