

Compliance with the Public-Sector Equality Duty July 2018.

At Cape, we are complying with the public-sector equality duty and the following demonstrates our commitment to this important aspect:

Eliminating discrimination and other conduct that is prohibited by the Act:

There are a number of policies held in school that support equality, all of which can be found on the school website:

<http://www.capeprimary.com/dfc-policies-required-by-law/>

Policies include:

- Cape Safeguarding and Child Protection Policy
- SEND and Local offer
- Cape DSEN local offer update 2016-17
- Cape medical policy
- LA policy on promoting personal development and toileting
- Home School Agreement
- Behaviour Policy
- Anti-bullying policy
- SRE policy
- Charging policy
- Best value policy
- Admissions policies
- Equalities plan
- Privacy notice
- ICRA bill of rights

Attainment and achievement information is scrutinised each half term and forms the basis of our 'provision mapping' to narrow the gap between our key groups. This is one key way in ensuring parity of outcomes for all.

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

Outcomes for all key-groups within the school as defined by Raise-on-line/ASP are scrutinised each half-term. The groups are fluid and change dependent upon the intake of the school.

Employment analysis as part of the school's 'safer recruitment' helps to identify individuals who may need support

Pupil progress along with analysis of opportunities for curricular, extracurricular opportunities supports identification of individual or groups who do not access aspects as fully as they might.

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Our commitment to advancing equality can be evidenced through HT report to governors, Provisions committee minutes; Outcomes committee meetings, school improvement plan and phase action plans. Other important information can be found in our SEND annual review and SEN policy.

5.22 For some protected characteristics – religion, and particularly sexual orientation, most of the support comes through our curriculum, anti-bullying and behaviour policies.

Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it



This aspect is well evidenced through our SEAL, assemblies, SMSC tracking, curriculum, promotion of fundamental British values alongside the already referenced policies.

