Riccall Community Primary School
Coppergate, Riccall, York YO19 6PF
Tel: 01757 248234
Email: admin@riccall.n-yorks.sch.uk
www.riccallprimary.co.uk

The Public Sector Equality Duty & Equality objectives – Riccall Community Primary School 2023-2027

Updated January 2026

In line with the Equality Act 2010, at Riccall Community Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all. At Riccall Community Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:

- age
- disability,
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

As part of our Jigsaw PSHE lessons, equality is promoted. The protected characteristics are covered in the following aspects of the Jigsaw PSHE scheme.

Protected characteristic	What this refers to	Jigsaw link
Age	Where this is referred to, it refers to a person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year-olds).	Celebrating Difference Ages 10-11 Piece 3: Power Struggles
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities	Celebrating Difference Ages 10-11 Piece 5: Celebrating difference
Gender reassignment	The process of transitioning from one gender to another. (NOTE: Within JIGSAW PSHE 3-11 : The focus is on accepting all people as unique individuals NOT on transitioning itself)	Celebrating Difference Ages 5-6 Piece 6: Celebrating Me. Ages 7-8 Piece 5: Gender diversity Ages 8-9 Piece 1: Judging by appearances

Riccall Community Primary School
Coppergate, Riccall, York YO19 6PF
Tel: 01757 248234
Email: admin@riccall.n-yorks.sch.uk
www.riccallprimary.co.uk

		Ages 10-11 Piece 2: Understanding difference
Protected characteristic	What this refers to	Jigsaw link
Being married or in a civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).	Celebrating Difference Ages 7-8 Piece 1: Families
Being pregnant or on maternity leave	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the nonwork context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families
Race including colour, nationality, ethnic or national origin	Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.	Celebrating Difference Ages 9-10 Piece 2: Racism
Religion, belief or lack of religion/ belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	Celebrating Difference Ages 9-10 Piece 1: Different Cultures
Sex	A man or a woman	Celebrating Difference Ages 6-7 Pieces 1&2: Boys and Girls
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	Celebrating Difference Ages 10-11 Piece 4: Boyfriends and girlfriends

Equality in teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures

Riccall Community Primary School
Coppergate, Riccall, York YO19 6PF
Tel: 01757 248234
Email: admin@riccall.n-yorks.sch.uk
www.riccallprimary.co.uk

• Seeking to involve all parents in supporting their child's education
• Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

Equality objectives

1. To promote equality and opportunity for all
2. To make appropriate modifications to the curriculum to ensure that all pupils can access and enjoy the school curriculum.
3. To ensure that all pupils receive a broad range of learning opportunities and experience through our curriculum, including the '50 Things to do at Riccall'.

These objectives have been set in January 2023 and will be updated in January 2027.

Signed: DJ Llewellyn Jamie Llewellyn (Headteacher)
Date: 7/1/26