



Equality and Diversity Statement Including Equality Objectives

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Contents

1. Aims
2. Legislation and guidance
3. Roles and responsibilities
4. Eliminating discrimination
5. Advancing equality of opportunity
6. Fostering good relations
7. Equality considerations in decision-making
8. Equality objectives
9. Monitoring arrangements
10. Links with other policies

1. Aims

Our school is committed to meeting its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations across all characteristics, promoting respect, understanding, and inclusion

2. Legislation and Guidance

This policy is based on the following:

- **Equality Act 2010** and the Public Sector Equality Duty
- **Equality Act 2010 (Specific Duties) Regulations 2011**
- **SEND Code of Practice (2015)**
- **Keeping Children Safe in Education (KCSIE, 2025)**
- Department for Education guidance: *The Equality Act 2010 and Schools*
- Ofsted framework expectations on equality, diversity, and inclusion

3. Roles and Responsibilities

Governing Body will:

- Ensure equality information and objectives are published and communicated to staff, pupils, and parents/carers
- Review and update equality objectives at least every 3 years, with annual monitoring reports
- Hold school leaders accountable for progress

Headteacher will:

- Promote knowledge and understanding of equality objectives among staff and pupils
- Monitor success in achieving objectives and report annually to governors

Inclusion Manager will:

- Support the headteacher in promoting equality objectives
- Identify staff training needs and deliver or arrange training

All staff are expected to:

- Uphold this policy and actively contribute to achieving equality objectives

4. Eliminating Discrimination

The school complies with its obligations under the Equality Act 2010.

- Policies explicitly reference the importance of avoiding discrimination and prohibited conduct
- Staff and governors are regularly reminded of their responsibilities through induction, INSET, and meetings
- Concerns about discrimination are addressed promptly and effectively

5. Advancing Equality of Opportunity

We aim to advance equality of opportunity by:

- Removing or minimising disadvantages linked to protected characteristics (e.g., pupils with disabilities, pupils experiencing racist bullying)
- Meeting the specific needs of individuals (e.g., curriculum adaptations, reasonable adjustments)
- Encouraging full participation in school life (e.g., ensuring all pupils can access clubs and enrichment activities)

In fulfilling this duty, the school will:

- Share and analyse attainment data annually to identify strengths and areas for improvement
- Implement targeted actions to address gaps (e.g., gender, disadvantage, SEND)
- Monitor incidents of discrimination and bullying, reporting reductions over time

6. Fostering Good Relations

We foster good relations by:

- Promoting our school values and British Values and understanding of protected characteristics through assemblies and the curriculum (in particular, RE, PSHE, and our reading spine)
- Building strong links with the local community and faith groups
- Engaging with parents/carers to promote cultural awareness and inclusion

7. Equality Considerations in Decision-Making

Equality considerations are embedded in all significant decisions. For example, when planning trips or activities, we consider:

- Religious observances and holidays
- Accessibility for pupils with disabilities or SEND
- Offering mixed-gender participation in all activities

8. Equality Objectives

Objective 1: Workforce Diversity Increase representation of teachers from minority ethnic communities

- *Rationale:* To reflect the diversity of our local community.
- *Actions:* Inclusive recruitment practices; community language skills valued in job descriptions; monitoring recruitment data.

Objective 2: Narrowing Attainment Gaps Reduce the attainment gap between boys and girls, and between disadvantaged and non-disadvantaged pupils

- *Rationale:* Current gaps in attainment and progress.
- *Actions:* Curriculum review; targeted interventions; monitoring outcomes; encouraging participation in enrichment activities.

Objective 3: Accessibility of Premises Ensure the school site is fully accessible to all members of the community.

- *Rationale:* No member of the community should be treated less favourably.
- *Actions:* Annual review of the Accessibility Plan; improvements such as hearing loops, ramps, and signage; consultation with parents/carers.

9. Monitoring Arrangements

- Equality information will be updated annually and published on the school website
- Objectives will be reviewed formally every 3 years
- Progress will be reported to governors and shared with staff, parents, and pupils
- Feedback from pupil voice, staff surveys, and community consultation will inform improvements

10. Links with Other Policies

This policy links to:

- Accessibility Plan
- Inclusion Policy
- Safeguarding and Child Protection Policy
- Behaviour Policy