



Equality Information and Objectives (public sector equality duty) statement for publication

Reviewed –Spring 2025, Autumn 2025

Next Review –Spring 2026, Autumn 2026

Legislation: The Equality Act 2010 and the Equality Act 2010 (specific duties) Regulations 2011

1. Introduction

The Governing body is committed to the principle of equality of opportunity for all in employment and in the provision of teaching and learning. We take pride in our increasingly diverse community and all the cultural richness that it brings with it.

This statement outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in social and cultural life of the school. It also sets out our commitment to promote equality and diversity among our pupils, their families and our staff.

2. Statement of Intent

The Governing Body recognises that certain groups in society have historically been disadvantaged on account of unfair or unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age. We will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community we serve and our workforce. The Governing Body intends to achieve all its targets in respect of the equalities agenda and become recognised as a leader on equalities.

3. Our Aim

We want to see a strong, sustainable and cohesive community in our school. Our School vision upholds the principle of opportunity for all in employment and in the provision of teaching and learning.

In our school we believe every person is unique and valuable, created by God to flourish and thrive in community. We seek to provide the best education for all,

enabling everyone to reach their potential. We aim to model a world which is peaceful, just and loving through our relationships with God and with other people.

We will continue to develop and promote policies and systems that make sure that the school community and our workforce are not unfairly or unlawfully discriminated against.

Our aims are to:

- promote equality of opportunity
- eliminate unfair and unlawful discrimination and
- promote good relations between people from different backgrounds

4. How will we deliver our commitment?

The Governing Body has adopted the following principles:

- we recognise the value of diversity within the community, our workforce and our children and the contribution made by people from different backgrounds.
- we are committed to ensuring that teaching and learning meet the varied needs of pupils in our care;
- we will make sure our employment is accessible to everyone and that we actively value and celebrate the wide variety of lifestyles and cultures within the community

Our commitment is supported by a legal duty to provide learning and employment opportunities fairly, without unfair or unlawful discrimination. We believe we have a strong moral and social duty to recognise any unfair or unlawful discrimination, take steps to challenge prejudice and discrimination and promote equality.

5. Objectives

5.1 Accessible services and partnerships:

- Where appropriate we will work with other organisations and local voluntary and community and community groups to provide teaching and learning and access to employment which promote equal opportunities to all by:
 - Building on good practice
 - Consulting with and involving the local community
 - Providing accessible information and ways for people to comment
 - Carrying out equality impact assessments of new and existing policies and practices to make sure that they do not unlawfully discriminate against anyone
- Removing barriers which deny people access to our school community

- Using our powers to make sure that organisations providing services on our behalf work in line with this statement
- Promoting an environment which gives all pupils an equal chance to learn and live free of unlawful discrimination and prejudice, all staff to work and live free of unlawful discrimination and prejudice
- Take steps to build an inclusive and cohesive school community

5.2 Equal and appropriate treatment in employment, training and recruitment opportunities:

We will put in place a range of actions aimed at tackling prejudice and celebrating diversity within our workforce.

This will be achieved by:

- Developing a workforce which reflects the community at all levels
- Making sure that all employees understand their responsibilities under this statement
- Making sure that all employees know about their rights of protection from unfair or unlawful discrimination, harassment, bullying or victimisation
- Developing and promoting policies which give everyone equal access to employment and opportunities
- Setting performance targets so we can measure our progress

6. Responsibilities

The Governing Body is an equal opportunities employer and provider of teaching and learning. In order to support this public commitment, all staff play a key role in ensuring that provision does not give rise to unfair or unlawful discrimination of any kind and that we have a shared understanding of the relevant issues and how best to deal with them.

The Governing Body are expected to comply with our values of promoting equality and diversity and treat colleagues and others in the school community with dignity and respect at all times. This commitment must be evidenced in practice. Any behaviour that falls below these standards is unacceptable to the Governing Body and potentially constitutes misconduct.

Leaders of the school are expected to:

- be at the forefront of best practice on equalities within their respective areas
- mainstream equalities within their respective areas

- set equality targets, monitor outcomes and develop relevant action plans
- review all provision to ensure elimination of unequal treatment of staff, pupils and the wider school community
- raise equality-related issues with their staff
- encourage leadership on equalities amongst their staff and other providers
- establish monitoring systems
- report to governors on the results of assessments, consultations and monitoring
- train staff on equalities issues
- consider better access for people with disabilities
- monitor provision by contractors and other external providers
- have evidence of consultation carried out with staff and the school community
- make guidance readily available to staff

7. Implementation

The commitment will be implemented through our equality policy.

The policy sets out the arrangements for taking action on individual tasks that will help deliver the broad aims set out in this statement. We will set clear deadlines and give responsibility to named leaders/managers who will be accountable for implementation of the given tasks.

With the help of feedback from employees and the wider community we will continue to develop arrangements to monitor, review and evaluate the effectiveness of our employment policies and provision of teaching and learning. If our monitoring reveals any gaps in our policies/provision, we will take necessary steps.

Objectives (In line with School Development Plan 2025-2026).

Our Equalities objectives are evaluated yearly by the Head Teacher and Governing Body. Our three objectives are:

Priority 1

To eliminate discrimination and promote a safe, inclusive environment where all pupils and staff feel valued, respected and feel like they belong particularly focussing on mental health and well-being

To achieve this objective, we intend to:

1. Continue and expand the Mental Health Champions programme for pupils

2. Conduct regular staff training on Equality Act 2010, mental health awareness, and anti-discrimination policies
3. Review and update behaviour and anti-bullying policies to explicitly address discrimination and mental health support
4. Deliver staff training on identifying and addressing racist language and behaviour
5. Implement a whole-school anti-racism campaign including assemblies and class discussions
6. Implement regular wellbeing check-ins and support sessions for staff
7. Create a safe space and clear communication channels for pupils to ask questions and express concerns
8. Organise workshops and information sessions for pupils and parents on gender identity and inclusion

Priority 2

To promote and share with the children British values, protected characteristics and Social, Moral, Spiritual and Cultural (SMSC) development through appropriate curriculum opportunities ensuring equality and diversity is valued for all children.

To achieve this objective, we intend to:

1. Review and enrich curriculum content to include diverse cultures and perspectives.
2. Review uptake in extra-curricular opportunities and ensure equity in opportunity
3. Organise cultural awareness events and activities (e.g., multicultural days, guest speakers).
4. Use lessons, assemblies and Collective Worship to explore different cultures and British values.
5. Begin "Global neighbours" accreditation
6. Arrange visits to places of worship for a variety of faiths
7. Audit current curriculum resources to identify gaps in diversity representation
8. Source and integrate diverse texts and materials into English and wider curriculum

9. Provide training for staff on using diverse materials effectively

Priority 3

To ensure that the school promotes role models and heroes that pupils positively identify with and who reflect themselves, our school and wider community.

To achieve this objective, we intend to:

1. Audit current curriculum texts and materials for diversity representation
2. Research and acquire diverse texts and materials that reflect modern Britain
3. Embed diverse role models in lesson plans and displays
4. Monitor pupil engagement and feedback on new materials
5. Develop and deliver pupil workshops on racism and respect
6. Organise parent workshops and communications on racism and inclusion
7. Deliver training on Equality Act 2010, unconscious bias, and inclusive teaching
8. Provide ongoing professional development and resource sharing on diversity
9. Monitor classroom practice and provide feedback on equality and inclusion