



EQUALITY POLICY



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1. Aims

The aim of this policy is to ensure that St. Edmunds CofE Primary School is a welcoming, inclusive, and equitable environment for all members of the school community, regardless of their protected characteristics. We are committed to:

- * Challenging discrimination and promoting equality of opportunity.
- * Creating a culture of respect and understanding.
- * Ensuring that all decisions are made with due regard to equality considerations.
- * Monitoring and evaluating our progress in achieving equality.

Our school aims to promote respect for difference and diversity in accordance with our core Christian values of **Respect**, **Responsibility**, **Justice & Forgiveness**, **Compassion**, **Truth and Trust** and **Perseverance**.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- * [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- * [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

3.1 The governing board will:

- * Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents



- ✳ Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- ✳ Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

3.2 The equality link governor:

They will:

- ✳ Meet with the designated member of staff for equality every year, and other relevant staff members, to discuss any issues and how these are being addressed
- ✳ Ensure they're familiar with all relevant legislation and the contents of this document
- ✳ Attend appropriate equality and diversity training
- ✳ Report back to the full governing board regarding any issues

3.3 The headteacher will:

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

3.4 All Staff:

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct demonstrating **justice** and **compassion** for all members of the school community.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.



The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity in demonstrating **perseverance**, **compassion**, and **justice** in ensuring all pupils have equal chances to succeed by:

- * Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- * Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- * Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- * Publish attainment data each academic year showing how pupils with different characteristics are performing
- * Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- * Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- * Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils



6. Fostering good relations

The school will promote good relations between people from different groups by... demonstrating **respect**, **compassion** and **truth** in celebrating diversity and challenging prejudice by:

- * Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.
- * Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- * Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- * All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- * We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

All decisions made by the school will be made with due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations, demonstrating **justice**, **responsibility**, and **compassion**. For example, when a school trip or activity is being planned, the school considers whether the trip:

- * Cuts across any religious holidays
- * Is accessible to pupils with disabilities
- * Has equivalent facilities for boys and girls