



Equality Information and Objectives Policy

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Person/s responsible:	Head teacher & Inclusion Lead

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1. Aims

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

- eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values: respect, empathy, independence, teamwork, resilience, kindness, courage and friendship.

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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

3. Roles and Responsibilities

The governing board will:

- ensure that the school complies with the appropriate equality legislation and regulations.
- meet its obligations under the PSED to:

- publish equality objectives at least every four years commencing on the date of the last publication.
- update and publish information every year to demonstrate school compliance with the PSED.
- ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans
- ensure that the school's Admissions Policy does not discriminate in any way
- ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board
- proactively recruit high-quality applicants from under-represented groups
- provide information in appropriate and accessible formats
- ensure that the school publishes information regarding how it is complying with the public sector Equality Duty and that the information is easily accessible

The Headteacher will:

- implement and champion this policy and its procedures
- ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD
- ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy
- actively challenge and take appropriate action in any case of discriminatory practice
- address any reported incidents of harassment or bullying in line with DfE guidance
- produce an annual report on the progress of implementing the provisions of this policy and report it to the governing board

Employees will:

- be mindful of any incidents of harassment or bullying in the school
- track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the SLT as necessary and following up with pupils as required
- identify and challenge bias and stereotyping within the curriculum and the school's culture
- promote equality and good relations, and not harass or discriminate in any way.
- monitor pupils' progress and needs to ensure the appropriate support is in place
- keep up-to-date with equality legislation and its application by attending the appropriate training
- champion diversity and inclusion

Pupils will:

- not discriminate or harass any other pupil or staff member
- actively encourage equality and diversity in the school by contributing their cultural experiences and values
- report any incidences of bullying or harassment, whether to themselves or to others, to their class teacher, year lead or to a member of the SLT
- abide by all the school's equality and diversity policies, procedures and codes. The school will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity

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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings.

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity 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
- 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 clubs)

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 aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- promoting tolerance, empathy, 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 and wellbeing sessions, 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
- making pupils aware of our behaviour and anti-bullying policies
- 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
- encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. 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
- developing 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

The school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The school always considers the impact of significant decisions on particular groups. 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

8. Equality Objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually and objectives published at least once every four years.

Our Equality Objectives 2025-2029

Objective 1: To narrow both the progress and attainment gap in reading, writing and maths of pupils with Black Caribbean or Black African heritage.

Objective 2: To narrow both the progress and attainment gap in reading, writing and maths of pupils with English as a first language.

Objective 3: To ensure that all aspects of the school curriculum are accessible to all our pupils with SEND.

9. Monitoring Arrangements

This policy is reviewed by the Headteacher and Inclusion Lead in conjunction with the governing body; any changes made to this policy will be communicated to all members of staff.

10. Links with Other Policies

This document links to the following policies:

- Accessibility plan
- SEN information report
- SEND policy
- Behaviour policy
- Anti-bullying policy