



'Welcoming everyone, building foundations, leaving no-one behind.'

Equalities Policy

Policy Creation & Review	
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Aims

Laddingford St Mary's CE Primary School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination 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 it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

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.

Roles and Responsibilities

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

The headteacher will:

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

The designated member of staff for equality is the SENCo. They will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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

Eliminating Discrimination

Laddingford St Mary's CE Primary 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. Where this has been discussed during a meeting it is recorded in the meeting minutes. The SENCo monitors equality issues. They make senior leaders and governors aware of any issues as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Laddingford St Mary's CE Primary School & Nursery aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- 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 above data 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

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, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and Relationships and Health (RHE) 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
- 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
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

Equality considerations in decision-making

Laddingford St Mary's CE Primary School & Nursery ensures it has due regard to equality considerations whenever significant decisions are made. 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

Equality Objectives

Our equality objectives have been written in line with our school values, love, peace and joy and what this means within our school community.

1. Promote Excellence in All Aspects of Learning

We are committed to enabling every pupil to achieve their personal best by setting high expectations, providing tailored learning support, and recognising individual achievements. Every pupil will be encouraged and be given the opportunity to strive for excellence in academics, extra-curricular activities, and personal development, regardless of their background or ability.

2. Building Resilience and Emotional Well-being:

We will strive to create an environment where pupils can build resilience, equipping them to face challenges, setbacks, and differences with confidence and determination. Every pupil will have equal access to emotional and social support to build their self-esteem, perseverance, and coping skills, ensuring all feel confident to overcome adversity.

3. Developing Respectful, Calm, Confident, and Responsible Citizens:

Our school community will focus on cultivating respectful, responsible, and confident individuals who contribute positively to society. We will ensure all pupils are equipped with the knowledge and skills to behave thoughtfully, act responsibly, and be agents of change in their community, respecting all people and upholding fairness.

4. Promoting Kindness, Inclusivity and Care for Others:

We will actively encourage kindness, inclusivity, and empathy in all interactions, ensuring that all students are taught to treat others with care, understanding, and respect. We will create a safe, supportive and inclusive environment where differences are celebrated and pupils feel happy, respected and able to thrive.