Greatworth Primary School

Equality Policy

Statutory Policy	Yes	
Published on Website	Yes	
Policy Ownership	Head Teacher	Yes
	Full Governing Board	Yes
Implementation Date	September 2026	
Review Period	Annually	
Planned Review Date	September 2027	

Equality Statement

The staff and Governing Body of Greatworth Primary School are committed to the positive promotion of equality, diversity and human rights. Our ethos is to be inclusive and to welcome and celebrate diversity ensuring equal opportunity for all involved in our school community irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

Every member of the school and wider community should feel safe and valued. We tackle discrimination through the positive promotion of equality and respect, by challenging bullying and stereotypes and recognising diversity as a strength which should be respected and celebrated.

Aims

Our 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Mrs. Jean Sloss. She 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

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
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every year to raise and discuss any issues
- Identify 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

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. Where this has been discussed

during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training as necessary, for example when a change occurs to the Act.

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.

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 which 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 if non-identifiable due to small groupings
- 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 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
- 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

The school 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality objectives

Objective 1: Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.
Why we have chosen this objective: In order to raise awareness amongst all staff of the Equality Act and its potential implications on outcomes. We feel that in training all staff and governors in this area it is likely to have a whole school impact.

To achieve this objective, we plan to:

- Source appropriate training course for staff and governors
- Deliver training
- Review approaches to teaching and learning as a result of new understanding
- Adapt approaches as necessary (Equality Impact Assessment for trips and activities)

Progress we are making towards this objective:

- Next review to be completed by the HT and equality link governor in January 2027

Objective 2: To increase understanding of equality in order to reduce prejudice through direct teaching across the curriculum.

Why we have chosen this objective: To consider a whole school impact amongst staff and governors and this objective focuses on increasing the understanding of equality amongst pupils across the school.

To achieve this objective, we plan to:

- Review coverage across the curriculum of direct teaching of equality
- Adapt curriculum to ensure that each year group has an opportunity to develop understanding of equality
- Consider ways to involve parents in developing this understanding, perhaps through homework tasks linked to reducing prejudice

Progress we are making towards this objective:

- Next review to be completed by the HT and equality link governor in January 2027

Objective 3: To promote cultural development and understanding through a rich range of experiences both in and beyond the school.

Why we have chosen this objective: Due to the school's population being almost 100% White British it is important that we extend the pupils experiences in order to develop an understanding of life in modern Britain.

To achieve this objective, we plan to:

- Review the opportunities that pupils get to experience and visit different cultures
- Training for staff and children on 'unconscious bias'
- Increase the number of visits across the school to different places of worship
- Increase links with other organisations, such as special schools or community centres, so that children get opportunities to visit and work with people from different cultures.

Progress we are making towards this objective:

- Next review to be completed by the HT and equality link governor in January 2027

Monitoring arrangements

The Head Teacher and Equality Link Governor will update the equality information we publish, described in sections 4-7 above, and review this document at least every year.