

Equality Policy and Objectives



February 2026

1. Statement of Intent

Sutton Green Primary School is committed to providing an inclusive, equitable, and respectful learning and working environment where all members of the school community are valued and supported. We recognise and celebrate diversity and are committed to eliminating discrimination, advancing equality of opportunity, and fostering good relations between people who share a protected characteristic and those who do not.

This policy reflects the school's duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED).

2. Aims of the Policy

The aims of this policy are to ensure that Sutton Green Primary School:

- Promotes equality of opportunity for pupils, staff, parents, carers, and visitors
- Eliminates unlawful discrimination, harassment, and victimisation
- Fosters positive relationships and mutual respect across the school community
- Ensures all pupils, regardless of background or need, can achieve their full potential

3. Scope

This policy applies to:

- All pupils
- All staff (including teaching, support, supply, and peripatetic staff)
- Governors
- Volunteers
- Parents, carers, and visitors
- External agencies working with the school

4. Protected Characteristics

In line with the Equality Act 2010, this policy covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (staff only)
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

5. Public Sector Equality Duty (PSED)

Under the Equality Act 2010, Sutton Green Primary School has due regard to the need to:

1. Eliminate unlawful discrimination, harassment, and victimisation
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not

These duties are considered in all aspects of school decision-making, policy development, and daily practice.

6. Roles and Responsibilities

Governing Body

The Governing Body is responsible for:

- Ensuring the school complies with equality legislation
- Monitoring the implementation and effectiveness of this policy
- Ensuring equality information and objectives are published and reviewed

Headteacher

The Headteacher is responsible for:

- Implementing this policy in daily practice
- Promoting an inclusive ethos throughout the school
- Ensuring staff receive appropriate equality and diversity training
- Addressing incidents of discrimination or prejudice promptly and effectively

Staff

All staff are responsible for:

- Upholding the principles of this policy
- Promoting inclusive teaching and learning
- Challenging discrimination and prejudice
- Reporting and responding appropriately to equality-related concerns

Pupils

Pupils are expected to:

- Treat others with respect and fairness
- Contribute positively to an inclusive school environment

7. Equality in Practice

Sutton Green Primary School will:

- Ensure fair and inclusive admissions, recruitment, and employment practices
- Make reasonable adjustments for pupils, staff, and visitors with disabilities
- Provide an inclusive curriculum that reflects diversity and promotes equality
- Monitor policies and procedures to ensure no group is disadvantaged
- Take proactive steps to prevent bullying, harassment, and discrimination

8. Equality Information

In compliance with the Public Sector Equality Duty, Sutton Green Primary School publishes equality information annually on its website. This information may include:

- Pupil demographic data
- Attainment and progress information
- Attendance and exclusion data
- Information relating to pupils with SEND and disabilities

This information is used to identify trends, address inequalities, and inform strategic planning.

9. Equality Objectives (2025–2029)

Sutton Green Primary School has set the following specific and measurable equality objectives:

1. **Reduce Barriers to Learning**
By July 2027, identify and reduce key barriers to learning for disadvantaged and vulnerable pupil groups through targeted interventions and support.
2. **Promote Inclusive Teaching and Learning**
By July 2026, ensure curriculum planning and teaching resources across all year groups reflect diversity and promote equality.
3. **Increase Awareness and Understanding**
By July 2026, provide annual equality and diversity training for all staff and age-appropriate learning opportunities for pupils.
4. **Improve Accessibility**
By July 2027, improve physical, digital, and curriculum accessibility in line with the school's Accessibility Plan.
5. **Tackle Discrimination and Prejudice**
Ongoing: maintain a zero-tolerance approach to discriminatory behaviour, including bullying and harassment, and monitor incidents termly.

Progress towards these objectives will be reviewed annually.

10. Accessibility Plan

This policy should be read in conjunction with the school's Accessibility Plan, which outlines how the school improves access to education for pupils with disabilities, including the physical environment, curriculum, and information.

11. Complaints and Incidents

Any concerns or complaints relating to equality, discrimination, or harassment will be handled in line with the school's:

- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy

All incidents will be taken seriously and responded to promptly.

12. Monitoring and Review

The effectiveness of this policy will be monitored through:

- Analysis of pupil outcomes and progress
- Attendance, behaviour, and exclusion data
- Records of complaints and equality-related incidents

This policy will be reviewed annually or sooner if required by changes in legislation or school circumstances.