

Equality and Information Policy 2025-2026



Last reviewed on: Jan 26

Next review due by: Jan 27

Equality Policy

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 all individuals and groups.

This policy reflects the school's commitment to equality in accordance with 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
- Encourages positive relationships and mutual respect across the school community
- Ensures that all pupils 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)
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

5. Roles and Responsibilities

Governing Body

The Governing Body is responsible for:

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

Headteacher

The Headteacher is responsible for:

- Implementing the Equality Policy in daily practice
- Promoting an inclusive ethos throughout the school
- Ensuring staff receive appropriate training
- Addressing incidents of discrimination or prejudice

Staff

All staff are responsible for:

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

Pupils

Pupils are expected to:

- Treat others with respect and fairness
- Contribute to a positive and inclusive school environment

6. Equality in Practice

Sutton Green Primary School will:

- Ensure fair and inclusive admissions and recruitment practices
- Make reasonable adjustments for pupils and staff with disabilities
- Provide an inclusive curriculum that reflects diversity and promotes equality
- Ensure policies and procedures do not disadvantage any group
- Take steps to prevent bullying, harassment, and discrimination

7. Monitoring and Review

The school will regularly monitor:

- Pupil attainment and progress
- Behaviour, exclusions, and attendance
- Complaints and incidents related to discrimination

This information will be used to identify and address inequalities and inform future planning.

8. Equality Objectives

In line with the Public Sector Equality Duty, [School Name] has set the following equality objectives:

1. **Reduce Barriers to Learning**
Identify and reduce barriers that prevent pupils from accessing learning and achieving positive outcomes.
2. **Promote Inclusive Teaching and Learning**
Ensure teaching practices, resources, and the curriculum reflect and support diversity.
3. **Increase Awareness and Understanding**
Provide regular training for staff and age-appropriate learning for pupils on equality, diversity, and respect.
4. **Improve Accessibility**
Continue to improve physical, digital, and curriculum accessibility for pupils, staff, and visitors.
5. **Tackle Discrimination and Prejudice**
Maintain a zero-tolerance approach to discriminatory behaviour, including bullying and harassment.

9. Review of the Policy

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