

Equality & Diversity Statement & Objectives

Reviewed: March 2026

1. Equalities and the Law

The Equality Act 2010 states that all employers and schools must have due regard to:

- eliminate unlawful discrimination
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

The **protected characteristics** are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

We know that people can have more than one of these characteristics and that there are other vulnerabilities that people can be discriminated against. We work against all forms of discrimination and believe our policies create positive outcomes for everyone.

2. Our aims

Lacey Green Primary Academy welcomes the equality duties on schools as laid out in the Equality Act 2010. All pupils and members of staff have the opportunity to fulfil their full potential regardless of difference. We are committed to creating a school community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture that promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school.

We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors, parents, visitors and our local community.

We aim to provide a broad and balanced curriculum that meets the needs of all pupils promoting their spiritual, moral, social and cultural development. The school is committed to equality; reflecting on and valuing diversity. The strength of the school is built on the understanding of individual strengths and differences and we seek to respect these.

We aim to:

- respect the equal human rights of all our pupils and staff members.
- educate pupils about, and promote, equality.
- tackle the barriers, which could lead to unequal outcomes for people with identified protected characteristics
- ensure that pupils develop an understanding of how they fit in as part of a diverse national and international community.
- identify and reduce barriers to learning and participation for vulnerable groups including pupils with speech and language difficulties.
- educate all about discrimination and prejudice and promote a harmonious environment.
- strive for all pupils regardless of protected characteristic to achieve the highest possible standards in their learning and make good progress.
- respect the equal rights of our staff and other members of the school community.

Our aim and duty is to make promotion of equality central to the way we work and to all areas of school life.

Meeting our duty will help us to:

- Meet the needs of all children, encouraging them to achieve their full potential and raise educational standards.
- Take specific action to tackle any differences between identified groups in their attainment levels and progress.
- Take specific action to tackle any differences in the use of disciplinary measures between identified groups (such as exclusion), in admissions or in assessments
- Create a positive, inclusive approach, based on respect for peoples' differences and show commitment to challenging and preventing discrimination, harassment and victimisation.
- Prepare our children to be full citizens in today's multi-ethnic society.
- Make our workforce as representative as possible of the community we serve.
- Ensure high staff morale and performance.
- As far as possible avoid losing able staff.
- Make full use of the skills and knowledge of people from different identified groups in our community (for example, in the classroom or as a member of the governing body).

We seek to ensure that our academy respects and includes everyone and that no parent or prospective parent, employee or prospective employee part-time worker or job applicant receives less favourable treatment on the basis of their protected characteristics.

We recognise that there may be other areas where people experience discrimination and we will work towards an anti-discriminatory environment. We further recognise that discrimination can be direct or indirect and believe that such discrimination is unacceptable and we are committed to providing equality of opportunity for all by eliminating unwarranted and inappropriate discrimination. We will do this by ensuring that our practices reflect relevant legislation and good practice. The success of this relies on the support and understanding of all stakeholders.

3. 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 Senior Leadership Team.

The Principal will:

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

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.

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 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
- 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:

- Analyse attainment data each academic year showing how pupils with different characteristics are performing
- Use 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)

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, 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
- Working with our local community. This includes 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 playground leaders are from different year groups and are chosen from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

7. 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, where possible
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives

- **Objective 1:** To continue to provide a school environment that welcomes, protects and respects diversity and eliminates discrimination (in line with our anti-bullying policy)
- **Objective 2:** To ensure the reading material in school promotes different cultures
- **Objective 3:** To ensure the school curriculum teaches children about cultural differences in our local context

9. Links with other policies

This document links to the following policies: Accessibility Plan