



# **Peppard Church of England Primary School**

## **EQUALITY INFORMATION AND OBJECTIVES POLICY 2025-2026**

<b>Approved by:</b>	School Development Committee	<b>Date:</b> December 2025
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# Peppard Church of England Primary

## Equality Information and Objectives Policy

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### 1. Aims

Peppard Church of England Primary School aims to meet its obligations under the **Public Sector Equality Duty (PSED)** by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The protected characteristics defined by the Equality Act 2010 are:

- o Age
- o Disability
- o Gender reassignment
- o Marriage and civil partnership
- o Pregnancy and maternity
- o Race
- o Religion or belief
- o Sex
- o Sexual orientation

As a Church of England school, we aim to promote respect, dignity and equality for all, in line with our Christian values of **love, respect, kindness and inclusion**. We recognise and celebrate diversity within our school community and are committed to ensuring that every child is valued and supported to achieve their full potential.

### 2. Legislation and guidance

This document meets the requirements of the following legislation:

- **The Equality Act 2010**, which introduced the Public Sector Equality Duty and protects individuals from discrimination
- **The Equality Act 2010 (Specific Duties) Regulations 2011**, which require schools to publish equality information annually and equality objectives at least every four years

This policy is also based on Department for Education (DfE) guidance, including:

- *The Equality Act 2010 and schools*
- Technical guidance for schools from the Equality and Human Rights Commission



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- Guidance from the Government Equalities Office on meeting the specific duties of the Public Sector Equality Duty

### 3. Roles and responsibilities

#### The governing board will:

- Ensure that equality information and objectives are published and communicated to staff, pupils and parents/carers
- Ensure equality information is updated at least annually and objectives reviewed at least every four years
- Delegate responsibility for monitoring progress towards equality objectives to the headteacher

The **Safeguarding Governor** also has oversight of equality matters and will support the governing board in fulfilling its duties.

#### The headteacher will:

- Promote knowledge and understanding of equality objectives among staff and pupils
- Monitor progress towards achieving the objectives and report to governors
- Ensure that due regard is given to equality considerations when making decisions or taking actions

#### All staff will:

- Have regard to this policy in their day-to-day work
- Support the school in achieving its equality objectives
- Challenge discrimination and promote inclusive practice

### 4. Eliminating discrimination

Peppard Church of England Primary School is aware of its obligations under the Equality Act 2010 and complies fully with non-discrimination provisions.

Where relevant, school policies make explicit reference to the importance of avoiding discrimination, harassment and victimisation. Staff and governors are regularly reminded of their responsibilities under the Equality Act, including through staff meetings and governor training.

New staff receive training on equality and inclusion as part of their induction, and all staff receive regular safeguarding and equality updates. Any equality-related concerns are taken seriously and addressed promptly in line with school procedures.

### 5. Advancing equality of opportunity

In line with DfE guidance, the school seeks to advance equality of opportunity by:

- Removing or minimising disadvantages experienced by pupils with protected characteristics, including pupils with disabilities or special educational needs
- Taking steps to meet the individual needs of pupils who share protected characteristics
- Encouraging all pupils to participate fully in school life, including enrichment activities, trips and clubs

#### The school will:

- Monitor attainment, progress and participation data to identify trends and address gaps
- Use this information to inform planning, targeted support and school improvement priorities
- Ensure reasonable adjustments are made where necessary to support pupils and staff

### 6. Fostering good relations

The school aims to foster good relations by:

- Promoting understanding, tolerance and respect through the curriculum, including RE, PSHE and collective worship
- Teaching pupils about different cultures, beliefs and family structures in an age-appropriate way

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**Encourage one another and build each other up (1 Thessalonians 5:11)**

Kindness, Respect and Perseverance



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- Reinforcing expectations through the Behaviour Policy and Anti-Bullying Policy
- Holding assemblies that promote inclusion, respect and shared values
- Encouraging pupil voice through school council and other leadership opportunities
- Working in partnership with parents, the local community and the church

### 7. Equality considerations in decision-making

The school ensures that equality considerations are taken into account when making significant decisions. Equality implications are considered at the planning stage and reviewed throughout implementation.

For example, when planning trips or activities, the school considers whether they:

- Are accessible to pupils with disabilities
- Avoid clashes with major religious observances
- Provide equivalent opportunities for all pupils

Equality considerations are recorded as part of the risk assessment process where appropriate.

### 8. Equality objectives

As a public authority, the school publishes equality objectives at least every four years. These objectives are specific, measurable and relevant to the school's context.

#### Equality Objective (2024–2028)

**To ensure that all pupils, including those with SEND and vulnerable groups, make strong progress and are able to participate fully in all aspects of school life.**

#### Why we have chosen this objective:

To ensure equality of access, inclusion and opportunity for all pupils.

#### To achieve this objective, we will:

- Monitor attainment and participation data regularly
- Review reasonable adjustments and support strategies
- Continue to develop inclusive teaching practices

#### Progress towards this objective:

Progress will be reviewed annually and reported to governors.

### 9. Monitoring arrangements

- Equality information is updated annually by the headteacher
- Equality objectives are reviewed at least every four years by the governing board
- This policy is reviewed annually to ensure continued compliance with the Public Sector Equality Duty
- The policy is approved by the governing board

### 10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- Risk Assessment
- SEN Information Report
- SEND Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy