



Halebanks C.E. Primary School Equality Documentation

Equality Policy

Halebanks C.E. Primary School is committed to promoting equality, diversity, and inclusion in all aspects of school life. Rooted in our Christian ethos, we believe every individual is created in the image of God and deserves respect, dignity, and opportunity to flourish. We aim to eliminate discrimination, advance equality of opportunity, and foster good relations within our school and the wider community.

Legal Framework: Equality Act 2010, Public Sector Equality Duty, Education Acts, and Church of England vision.

Protected Characteristics: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation.

Commitments: Eliminate discrimination, advance equality, foster good relations, promote inclusive curriculum, challenge stereotypes.

Roles: Governing Body ensures compliance, Headteacher implements policy, Staff uphold principles, Equality Link Governor monitors objectives.

Monitoring: Annual publication of equality information, regular data analysis, review every two years.

Single Equality Scheme

This scheme integrates all equality duties and sets out our approach to promoting equality across all protected characteristics.

Action Plan

Objective	Action	Responsibility	Timescale
Reduce attainment gap for SEND pupils	Targeted interventions and monitoring	SENCO	2025-2026
Increase diversity in curriculum	Audit resources and update	Curriculum Lead	2025
Improve staff training on equality	Annual CPD sessions	Headteacher	Ongoing

Equality Objectives 2025–2029

- Close attainment gaps for disadvantaged and SEND pupils by at least 10% by 2029.
- Ensure curriculum reflects diversity and promotes inclusion across all subjects.
- Achieve 100% staff participation in annual equality and diversity training.
- Increase pupil voice representation from minority groups in school council.
- Publish annual equality data and progress reports on the school website.