Sudley

Primary School

EQUALITY OBJECTIVES POLICY

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Primary School

All pupils, families and staff are of equal value.

We recognise and respect difference and understand that equality does not always mean treating everyone in the same way. We will take positive steps to remove barriers, make reasonable adjustments where required and ensure that no individual experiences discrimination, harassment or victimisation.

We are committed to:

• Promoting dignity, respect and inclusion.
• Challenging prejudice, stereotypes and discriminatory behaviour.
• Celebrating diversity within our curriculum and wider school life.
• Ensuring equal access to opportunities and participation.
• Supporting positive mental health and wellbeing.
• Encouraging respectful dialogue and understanding between people from different backgrounds and experiences.

Addressing Prejudice-Related Incidents

The school is opposed to all forms of prejudice, discrimination and hate-related behaviour.
Prejudice-related incidents, including those relating to race, religion or belief, disability, sex, sexual orientation, gender reassignment or any other protected characteristic, will be recorded, investigated and addressed promptly in accordance with school policies.
Patterns and trends will be monitored to inform future action, staff training and curriculum development.

Roles and Responsibilities

The Governing Body will:

• Ensure compliance with equality legislation.
• Monitor the implementation and effectiveness of this policy.
• Review equality information and objectives annually.
• Ensure equality considerations are reflected in strategic decision-making.

The Headteacher will:

• Lead the implementation of this policy.
• Ensure staff receive appropriate training.
• Monitor equality information and prejudice-related incidents.
• Promote an inclusive culture throughout the school.

All Staff will:

• Promote equality, diversity and inclusion in their practice.
• Challenge discriminatory language and behaviour.
• Support pupils to understand and respect diversity.
• Contribute to the implementation of equality objectives.

Outcomes

This policy will support the educational development and wellbeing of all pupils. Sudley Primary School will make reasonable adjustments where required and seek to remove barriers to participation and achievement. We are committed to ensuring fair treatment, equality of opportunity and fostering an inclusive environment in accordance with the Equality Act 2010 and associated statutory guidance.

APPENDIX 1

Equality Objectives 2026–2030

Objective 1 – Improve Outcomes for Vulnerable Groups

To monitor and reduce any attainment, attendance, participation and wellbeing gaps between groups of pupils, including disadvantaged pupils, pupils with SEND, pupils with English as an Additional Language (EAL) and other identified vulnerable groups.

Success Indicators:
• Annual pupil performance data demonstrates reduced gaps where identified.
• Participation in enrichment activities reflects the diversity of the school population.
• Attendance data is regularly monitored and appropriate support provided.

Objective 2 – Promote Respect, Inclusion and Belonging

To strengthen pupils' understanding of equality, diversity, inclusion and protected characteristics through the curriculum, assemblies, enrichment opportunities and pupil leadership activities.

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Success Indicators:
•Pupils demonstrate age-appropriate understanding of diversity and respect.
•Pupil voice surveys show a strong sense of belonging and safety.
•Diversity is reflected across curriculum resources and learning environments.

Objective 3 – Develop Staff Knowledge and Confidence
To ensure all staff and governors receive regular training on equality, diversity, inclusion, unconscious bias, protected characteristics and inclusive practice.

Success Indicators:
• Equality training forms part of induction and annual training programmes.
• Staff report increased confidence in addressing discrimination and prejudice.
• Equality considerations are embedded in policy development and review.

Objective 4 – Improve Accessibility

To continue developing accessibility across the curriculum, physical environment and communication systems in line with the school's Accessibility Plan.

Success Indicators:
• Accessibility Plan actions are completed within agreed timescales.
• Information is available in accessible formats where required.
• Pupils, parents and visitors with disabilities can access school services and activities effectively.

Progress towards these objectives will be reviewed annually and published through the school's equality information in accordance with the Public Sector Equality Duty.