Treales CE Primary School

Equality Statement

Last Updated	**Nov 26**
Updated by	**L Hill**
Approved by Governing Board	**December 25**
Date to Review	**Aug 2027**

1. Statement of Intent

At Treales CE Primary School, we believe that every child and adult is uniquely valued and loved by God. Through our vision, **"Equipped by God; We are Mighty!"**, we are committed to ensuring that all members of our school community are treated with dignity, respect and fairness and are given every opportunity to fulfil their God-given potential.

We are committed to promoting equality, celebrating diversity and fostering positive relationships across our school community. We aim to ensure that no individual or group experiences discrimination, disadvantage or exclusion and that everyone has an equal opportunity to thrive.

Our commitment to equality is rooted in our Christian faith and values of:

- Community
- Courage
- Truth
- Justice
- Peace
- Love

These values underpin our relationships, decision-making, curriculum and daily practice.

2. Legal Framework

This policy has been developed in accordance with:

- Equality Act 2010
- Human Rights Act 1998
- Education Act 2011
- Children and Families Act 2014
- Special Educational Needs and Disability Code of Practice (2015)
- Public Sector Equality Duty (PSED)
- United Nations Convention on the Rights of the Child (UNCRC)
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

3. Protected Characteristics

The Equality Act 2010 identifies nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

The school will not discriminate against any member of the school community because of a protected characteristic.

4. Aims of the Policy

The aims of this policy are to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity for all.
- Foster good relations between different groups.
- Ensure all pupils can access a broad and balanced curriculum.
- Remove barriers to participation and achievement.
- Promote respect, understanding and tolerance.
- Celebrate diversity within our school and wider society.
- Ensure that all members of the community feel valued, respected and included.

5. Public Sector Equality Duty

The school recognises and fulfils its duties under Section 149 of the Equality Act 2010.

In carrying out our functions, we have due regard to the need to:

Eliminate discrimination

We seek to eliminate unlawful discrimination, harassment, victimisation and any conduct prohibited by the Equality Act.

Advance equality of opportunity

We work to ensure that all pupils and adults have fair access to opportunities and support, particularly where barriers or disadvantages exist.

Foster good relations

We actively promote understanding, respect and cooperation between people from different backgrounds and with different experiences.

6. Roles and Responsibilities

Governing Board

The Governing Board will:

- Ensure the school complies with equality legislation.
- Monitor progress towards Equality Objectives.
- Challenge discrimination and promote inclusion.
- Review equality information and objectives regularly.

Headteacher

The Headteacher will:

- Lead on the implementation of this policy.
- Ensure equality considerations inform decision-making.
- Monitor outcomes for different groups of pupils.

- Address any incidents of discrimination promptly.
- Ensure staff receive appropriate training.

Staff

All staff will:

- Promote equality through their professional conduct.
- Challenge discriminatory language and behaviour.
- Ensure pupils are treated fairly and consistently.
- Support an inclusive curriculum and learning environment.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Celebrate diversity.
- Challenge prejudice and discriminatory behaviour.
- Demonstrate our Christian values in their relationships with others.

7. Advancing Equality in Practice

We promote equality by:

- Removing or minimising disadvantages experienced by certain groups.
- Taking steps to meet differing needs.
- Providing reasonable adjustments for disabled pupils and adults.
- Ensuring equal access to learning opportunities.
- Supporting vulnerable and disadvantaged pupils.
- Promoting positive attitudes towards diversity.
- Encouraging participation in clubs, educational visits, leadership opportunities and enrichment activities.
- Listening to pupil voice and acting upon feedback.

8. Equality Within the Curriculum

Our curriculum plays a key role in developing pupils' understanding of equality and diversity.

We achieve this through:

- Religious Education.
- Personal, Social, Health and Economic Education (PSHE).
- Collective Worship.
- Literature and texts reflecting diverse experiences.
- Learning about different cultures, faiths and traditions.
- Promoting British Values.
- Educational visits and visitors.
- Anti-bullying education.
- Protected characteristics taught in an age-appropriate manner.

Children are encouraged to recognise and challenge stereotypes and develop respect for all members of society.

9. Inclusion and SEND

Treales CE Primary School is committed to inclusive practice.

We recognise that pupils may experience barriers to learning for a range of reasons and seek to provide support that enables every child to succeed.

Reasonable adjustments and targeted support may be provided for pupils with:

- Special Educational Needs and Disabilities (SEND)
- Medical needs
- Social, emotional and mental health needs
- English as an Additional Language (EAL)
- Disadvantage or vulnerability

We work closely with parents, carers and external agencies to ensure appropriate support is in place.

10. Preventing Discrimination, Bullying and Harassment

The school does not tolerate discrimination, bullying, prejudice or harassment of any kind.

Incidents relating to:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

will be addressed promptly in accordance with the school's Behaviour Policy and Anti-Bullying Policy.

Incidents will be recorded, investigated and monitored by school leaders.

11. Accessibility

The school is committed to improving accessibility for disabled pupils, staff, parents and visitors.

Our Accessibility Plan outlines how we will:

- Improve access to the curriculum.
- Improve the physical environment.
- Improve access to information.

The Accessibility Plan is reviewed regularly and published on the school website.

12. Equality Information

The school monitors equality information as appropriate, including:

- Attainment and progress data.
- Attendance data.
- Exclusion and behaviour information.
- Participation in wider school activities.
- SEND information.
- Disadvantaged pupil outcomes.
- Stakeholder feedback.

This information supports self-evaluation and school improvement planning.

13. Equality Objectives (2026-2030)

To support our commitment to equality, the school has adopted the following objectives:

Objective 1: Improve Attendance for Disadvantaged Pupils

To identify and remove barriers to attendance and ensure disadvantaged pupils can fully engage with learning and school life.

Objective 2: Increase Understanding and Respect for Different Religions and Worldviews

To develop pupils' knowledge and understanding of diverse faiths, beliefs and cultures through the curriculum, collective worship and enrichment activities.

Objective 3: Reduce Identified Attainment Gaps

To monitor pupil achievement carefully and implement effective interventions that improve outcomes for groups where attainment gaps exist.

Objective 4: Promote a Culture of Respect, Inclusion and Belonging

To embed equality, diversity and inclusion throughout school life so that every member of the community feels valued and respected.

Objective 5: Strengthen Pupil Voice

To ensure all pupils, regardless of background, ability or need, have opportunities to contribute to school decision-making and leadership.

Progress towards these objectives will be reviewed annually and reported to governors.

14. Monitoring and Review

The Governing Board and Headteacher will monitor the implementation and effectiveness of this policy through:

- Data analysis.
- Policy reviews.
- Governor monitoring visits.
- Pupil voice activities.
- Staff and parent feedback.
- School improvement processes.

The policy will be reviewed at least every four years or sooner if there are changes to legislation or guidance.

15. Our Christian Commitment

At Treales CE Primary School, equality is not simply a statutory duty; it is a reflection of our Christian belief that every person is created in the image of God and possesses inherent worth and dignity.

Through our vision, **"Equipped by God; We are Mighty!"**, we seek to create a school where everyone belongs, everyone is valued and everyone is empowered to flourish academically, socially, emotionally and spiritually.

Together, we strive to ensure that every member of our school family has the opportunity to be mighty.