Equality Information and Objectives Policy

Status of policy: Statutory

Frequency of review: Annually (Every 4 years for Objectives)

Date of most recent review: July 2026

Date of next review: July 2027 (2030 for Objectives)

Approved by: FGM on the 9th July 2026

Parkgate Primary School welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.
- Allergies and associated conditions.

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

Responsibility

- The responsible body for the school is the governing board or the LA. The Headteacher is responsible for the implementation, monitoring and review of this Equality Information and Objectives.

- The Governors will evaluate how effectively the School is achieving the aims outlined above, identify any gaps in meeting those aims, and assess where further improvements are needed.

- The Governors will also set and prioritise at least three measurable objectives for the School to focus on over the next three years. The following three objectives have been identified:

    1. **Objective 1:** Monitor and evaluate attainment, progress, attendance and participation across protected and vulnerable groups, using this information to identify where additional support or action is required.

    2. **Objective 2**: Support and challenge leaders to reduce inequalities in outcomes for disadvantaged and vulnerable pupils, ensuring they make strong progress from their individual starting points.

    3. **Objective 3**: Seek assurance that the school continues to foster an inclusive culture where diversity is celebrated, discrimination is challenged and all members of the school community feel safe, respected and able to participate fully in school life.

Equality objectives

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

The school's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school website annually.

The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, the school has established the following objectives:

1. provide equality of opportunity to all members of staff and to prevent unlawful discrimination in employment or service provision; and

2. provide equality of opportunity to all pupils and access to all areas of the curriculum and to prevent unlawful discrimination in the education provided; and

3. draw the attention of management to alleged discriminatory acts or practices; and

4. neither to victimise nor attempt to victimise any staff or pupils on the grounds that they have made complaints or provided information about discrimination.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community.

Diversity and representation

Parkgate Primary School is committed to ensuring that all members of our school community feel represented, valued and included.

We achieve this by:

- providing a curriculum that reflects a diverse range of cultures, backgrounds, beliefs and experiences.
- selecting books, learning resources and displays that positively represent the diversity of modern Britain.
- celebrating national and international events that promote understanding and respect for different communities.
- monitoring participation, attendance and achievement across different groups of pupils to identify and address any inequalities.
- ensuring recruitment and employment practices are fair, transparent and based on equality of opportunity.

Inclusion

Inclusion is central to everything we do at Parkgate Primary School. We are committed to ensuring that every pupil can access a high-quality education regardless of need or background.

We support inclusion by:

- identifying pupils' needs at the earliest opportunity.
- making reasonable adjustments to remove barriers to learning.

- providing targeted support where appropriate through quality first teaching, intervention and specialist services.
- working in partnership with parents, carers and external professionals.
- promoting positive wellbeing, belonging and participation for all pupils.
- regularly reviewing the effectiveness of our provision to ensure pupils are making progress and are fully included in school life.

Addressing prejudice-related incidents

The school is opposed to all forms of prejudice. The school will ensure that pupils and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with in accordance with the school's complaint's procedures.

Complaints procedures

The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.

The school will adhere to the Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints Procedures Policy.

The school will work to develop good professional relationships between colleagues; however, the school understands that sometimes conflicts may arise. Through maintaining open communication, the school wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school's Grievance Policy.