



Ashfield Primary School Equality policy

At our school, we are committed to fostering an inclusive, respectful, and welcoming environment where every child is valued and supported to reach their full potential. Guided by our vision, **“Nurturing our children to grow, achieve and thrive,”** we celebrate diversity in all its forms and recognise the unique contributions each individual brings to our community. We actively promote equality of opportunity and challenge discrimination, ensuring that all members of our school feel safe, respected, and empowered. Through our shared values to **be curious, be kind, be resilient, and be you** - we encourage our children to embrace difference, develop empathy, and grow into confident individuals who are proud of who they are.

Legislation and guidance

This document meets the requirements under the following legislation and is based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination.

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.

Through this we aim to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share any of the protected characteristic and people who do not share them
- Foster good relations across all characteristics – between people who share any protected characteristics and people who do not share them

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Complete an annual link governor visit with a focus on the impact of the equality, inclusion and diversity policy and objectives. Share feedback from this visit with the governing body

The headteacher will:

- Discuss our school equality objectives and how these are being addressed
- Ensure staff are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity CPD opportunities and training
- Promote knowledge and understanding of our EDI objectives among staff and pupils
- Monitor success in achieving the objectives and provide evidence to report back to governors

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a protected characteristic they have (e.g. disabled pupils, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)
- In fulfilling this aspect of the duty, the school will:
 - Publish attainment data each academic year showing how pupils with different characteristics are performing
 - Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
 - Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
 - Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

Fostering good relations:

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our pupil leadership groups have representatives from different year groups and is formed of pupils from a range of backgrounds.

All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

Equality considerations in decision-making

The school always considers the impact of significant decisions on particular groups.

For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality Objectives

We are committed to creating an inclusive environment where every child feels valued, respected, and supported to grow, achieve, and thrive.

- We foster a culture of respect and understanding where equality and diversity is celebrated and everyone is encouraged to be kind, considerate, and accepting of others.

- We actively promote equality of opportunity by removing barriers and ensuring all children can fully participate and succeed, regardless of their background or needs. We aim to raise the achievement of vulnerable pupils, including disadvantaged pupils, those with SEND, those who are known or previously known to children's social care, and those who may face other barriers to their learning and/or wellbeing through improving the curriculum, quality of teaching including the effective use of assessment to identify gaps and inform learning.
- We aim to improve the attendance of disadvantaged pupils and reduce persistent absence.
- Through completion of the Red Award, we aim to continue to seek ways in which the culture, policies and practices within school can be further improved to advance equality, inclusion and to eliminate discrimination.