

HORNINGSHAM PRIMARY SCHOOL

# Equalities Policy



Together We Learn

## OUR MISSION STATEMENT

We are a successful, community school with a strong family feel. We nurture and inspire everyone in our community to be the best they can. With strong traditional values and high expectations, we ignite a passion for life-long learning and enable our children to be confident, aspirational and creative learners.

# Single Equalities Policy

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| This behaviour policy is written in accordance with the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with SEND. | <b>Supporting Policies:</b> <ul style="list-style-type: none"><li>▪ Safeguarding and Child Protection Policy</li><li>▪ Staff Behaviour Policy</li><li>▪ Whistleblowing Policy</li><li>▪ Online Safety Policy</li><li>▪ Data Protection Policy</li><li>▪ SEND Policy</li><li>▪ Complaints Procedure</li><li>▪ Managing Serial and Unreasonable Complaints</li></ul> | <b>Policy approved by governors:</b> | <b>Awaiting Approval at FGB on 2.12.25</b> |
|                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                    | <b>Policy published:</b>             | <b>November 2025</b>                       |
|                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                    | <b>Next review:</b>                  | <b>November 2026</b>                       |

## Legal Framework

We welcome our duties under the **Equality Act 2010** to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations across all characteristics, between different groups.

These duties apply in relation to the following **protected characteristics**:

- disability
- race/ethnicity
- sex
- gender reassignment
- religion or belief
- sexual orientation
- pregnancy and maternity
- and, in employment matters, age and marriage/civil partnership.

We also act in accordance with:

- The **Human Rights Act 1998**
- The **UN Convention on the Rights of the Child (UNCRC)**
- The **UN Convention on the Rights of Persons with Disabilities (UNCRPD)**

We recognise that promoting equality supports our wider duty to strengthen community cohesion.

## Guiding Principles

Our policy is based on nine guiding principles:

**Principle 1:** *All learners are of equal value.*

We value all pupils, families and staff equally, whatever their background or personal characteristics.

**Principle 2:** *We recognise and respect difference.*

Treating everyone fairly does not always mean treating everyone the same. We take account of individuals' different needs, experiences and barriers.

**Principle 3:** *We foster positive attitudes and relationships.*

We promote mutual respect, good relations and an absence of prejudice or harassment across all differences.

***Principle 4: We ensure equality in employment.***

Our recruitment, retention and professional development practices support equality and inclusion for all staff and applicants.

***Principle 5: We aim to remove existing inequalities and barriers.***

We identify and address any disadvantages, discrimination or barriers that already exist in our school community.

***Principle 6: We consult and involve widely.***

We engage with pupils, parents, staff and community groups to ensure that our policy and practice reflect a wide range of perspectives.

***Principle 7: Society as a whole should benefit.***

Our work on equality contributes to social cohesion and participation, locally and nationally.

***Principle 8: We base our work on evidence and information.***

We use data and evidence to understand our school's context and monitor progress towards greater equality.

***Principle 9: We set measurable objectives.***

We publish equality information annually and set measurable equality objectives at least every four years.

## **Putting the Policy into Practice**

### ***Curriculum***

Each curriculum area is reviewed regularly to ensure teaching and learning reflect our equality principles. We promote positive representation and challenge stereotypes across subjects.

### ***Ethos and Organisation***

Our equality principles are embedded in all school policies and practices, including:

- pupil progress and attainment
- personal development, behaviour and wellbeing
- admissions and attendance
- staff recruitment, retention and professional development
- partnerships with parents and carers
- community links and enrichment opportunities

## **Addressing Prejudice and Bullying**

We are opposed to all forms of prejudice and discrimination, including:

- prejudice against people with disabilities or special educational needs
- racism, xenophobia and religious intolerance (including antisemitism and Islamophobia)
- sexism and gender stereotyping
- homophobia, biphobia and transphobia

Staff follow the guidance in the Staff Handbook for identifying, recording and addressing prejudice-related incidents. We monitor and report such incidents termly to the governing body (and to the Local Authority or Trust as appropriate).

## Roles and Responsibilities

- **Governing Body:** Ensures compliance with the Equality Act and monitors implementation of this policy.
- **Equality Link Governor:** Holds a monitoring brief for equality matters.
- **Headteacher:** Implements the policy, ensures staff are aware of their responsibilities and receive appropriate training, and takes action in cases of discrimination.
- **Equality Lead / Senior Leader:** Oversees day-to-day implementation and monitoring.
- **All Staff:**
  - Promote an inclusive and respectful ethos.
  - Tackle prejudice and discrimination.
  - Deliver teaching that reflects equality and diversity principles.
  - Support pupils with English as an additional language.
  - Keep up to date with equality legislation and school policy.

## Information and Communication

- This policy is available on the school website and on request in accessible formats (e.g. large print or translation).
- The school provides resources to support understanding of equality, diversity and inclusion among staff, pupils and families.

## Religious Observance

We respect the religious beliefs and practices of all staff, pupils and parents, and accommodate reasonable requests related to religious observance.

## Staff Development and Training

All staff receive equality and diversity training appropriate to their role, with opportunities for ongoing professional development.

## Breaches of Policy

Any breaches of this policy are dealt with in line with the school's disciplinary and behaviour procedures.

## Monitoring and Evaluation

We collect and analyse information about pupil achievement, attendance, behaviour and participation - broken down by relevant characteristics - to ensure that all groups are achieving and participating equally.

We publish annual equality information and review our equality objectives every four years, with progress reported to the Governing Body annually.