



Wombridge Primary School

Equality Policy

Date Approved: October 2023
Approved by: Governing Body
Review Date: October 2025



Vision Statement

Our vision is that our pupils learn to lead the way to life, aspiring and understanding that they can contribute to society by aiming for good qualifications which leads to a good job. We see this vision at the heart of the relationships between everyone in the school community, which is typically diverse, as is the case in most of modern urban Britain.

Our aims and ethos

We want our pupils to grow into responsible, well-educated adults, capable of thriving in today's modern society. In a diverse and multi-cultural society, it is essential that our children develop a level of knowledge and understanding that embraces the beliefs and cultures of others.

Values

L.E.A.D

Learning
Aspiration
Enjoyment
Determination

Learning

We aim to ensure teaching and learning is creative, encouraging children to interact and engage in their educational journey. We are an inclusive school that embraces diversity and values a collaborative style of learning.

Enjoyment

We are passionate about ensuring children have fun in school, whilst facilitating and building a socially connected learning environment.

Aspirations

We believe that reaching out to our children and families is hugely important. Providing new opportunities that ignites their hopes and dreams, to think beyond the walls of Wombridge with a view to improving confidence, self-esteem, and motivation.

Determination

A growth mind-set approach is cascaded throughout the school. Developing a can do, rather than can't do attitude, through perseverance.

Motto

"If you start with strengths the impossible becomes possible. Today's learners, tomorrows leaders"

Equality Policy

Aims

At Wombridge Primary School, we are committed to ensure equality of opportunity and support for all pupils, parents, carers and staff irrespective of sex, race, disability, religion or belief, sexual orientation, pregnancy, gender reassignment and socio-economic background.

We aim to provide a fully inclusive school in which every person feels proud of their identity and able to participate fully within the school community.

These statements are enshrined in our school motto:

“If you start with strengths the impossible becomes possible. Today’s learners, tomorrows leaders”

Legislation and guidance

This document meets the requirements under the following legislation:

- 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

The General Equality duty may be described as the duty on a listed public authority, when carrying out its functions, to have due regard to the three equality aims. These aims are to:

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

The specific duties support the performance of the general duty, listed authorities are required to prepare and publish:

- information about workforce diversity and about service user diversity, to show they are complying with the PSED which must be updated annually and
- one or more equality objectives which an authority thinks it should achieve to advance any of the three general duty aims. This should be updated at least every four years with effect from April 2012.

The Equality Act (2010) has replaced all previous existing equality regulations, including those relating to race, disability and gender. The Equality Act (2010) is a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful.

Protected characteristics covered by the Equality Act (2010) include:

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

It is also unlawful to discriminate because of the sex, race, disability, religion or belief, sexual orientation or gender reassignment of another person with whom the pupil is associated.

The Equality Act (2010) also 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
- The way it provides education for pupils
- The way it provides pupils access to any benefit, facility or service
- Excluding a pupil or subjecting them to any detriment

The equalities plan at the end of this equalities policy outlines the actions we will take to meet the duties in the Equality Act in respect of the above protected characteristics.

Roles and responsibilities

The Governing Body 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 to meet the Public Sector Equality Duty.
- Delegate responsibility for monitoring the achievement of the objectives daily to the headteacher
- Meet with the designated member of staff for equality every [frequency], and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this

document

- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Head Teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Meet with the governors every term to raise and discuss any relevant issues

The designated member of staff for equality Mrs Michelle Hutton will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

Objectives (Created July 2021)

To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.

Why – From tracking on CPOMS, there has been an increase in Racist Incidents logged over the last 12 months.

How – Investigate embedding British Values into the curriculum as well as continuing to embed the school values. The PSHE curriculum visits discrimination on an annual basis. Celebrate special themed days/weeks. ‘On the spot’ teaching dependent on any issues that may arise. Ensure there are official procedures in place for prejudice incidents and teachers know how to respond to these.

To narrow the gap between boys and girls in reading by the end of Key Stage 1.

Why – Looking at Spring Term data 2021, 32% of boys (Year 1 and 2 combined) were below in reading compared to 26% of girls (Year 1 and 2 combined).

How - look at high interest, low reading age books across the whole school, small steps grids, promoting a love for reading, reader of the week, whole-school reading events, reading buddies, audit books to check interest for boys, intervention groups for those children with low reading ages.

To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Why – 82% of our intake identify as White British. We want to ensure that our children are well-rounded and are understanding of different races and ethnic groups as well as different religious beliefs.

How - Investigate embedding British Values into the curriculum as well as continuing to embed the school values. Celebrate special themed days/weeks. Check coverage of RE curriculum and religions taught across the school. Give children the opportunity to teach their peers. Once Covid regulations are eased, look at inviting in religious visitors and visit different places of worship.

Policy Review

These objectives will be reviewed annually on the Equality Data and Objectives document and this policy along with the objectives will be updated at least every four years.

Links to other policies

- Equality Data and Objectives
- Accessibility Policy
- Race Equality Policy
- Racist Incidents Policy

