

LADYBROOK PRIMARY SCHOOL



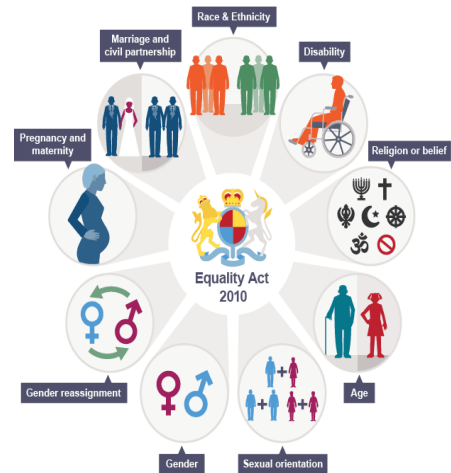
Equality and Diversity Policy

Date Policy Adopted by Governing Body (Teaching and Learning Committee)			
27 th January 2022			
REVIEW SCHEDULE			
Date of Next Review	Date reviewed by governing body	Change previous document Y/N	Date circulated (If changes are made)
Autumn 2024	28.1.25	Y (terminology)	18.1.25
Autumn 2026			

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need 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



2. 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
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality our approach to meeting these obligations amongst staff and pupils
- Monitor success in meeting the obligations and report back to governors
- All school staff are expected to have regard to this document and to work to achieve its objectives.

4. Eliminating discrimination

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

5. 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 which are connected to a particular characteristic they have (e.g. pupils with disabilities, or LGBTQ+ pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Jehovah's Witness pupils to abstain from school worship activities as required)
- 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 clubs)

6. 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, pupils will be introduced to literature from a range of cultures
- Holding Rainbow Times dealing with relevant issues. Pupils will be encouraged to take a lead in such sessions and we will also invite external speakers to contribute where appropriate.
- Working with our local community includes inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community eg Schools Linking Programme.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school's activities such as sports clubs. Rainbow partners alter each half term to ensure that children work with a range of different peers over time.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach eg Ethnic Diversity Service.

7. Equality consideration in decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made. 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
- No groups of pupils will be disadvantaged through poverty

8. Monitoring arrangements

This document will be reviewed by the governing body at least every 4 years.

9. Links with other policies

Accessibility Plan

Relationship and Sex Education (RSE) Policy

Safeguarding Policy