



The Equality Act Statement

Revised date: May 2026

Review date: May 2030

1. Vision and Values

We put children first, pioneering excellence and championing each and every child.

We are committed to ensuring that every pupil, regardless of background, identity or need, can:

- achieve highly
- feel safe and valued
- fully participate in school life

We actively promote a culture of belonging, respect and high expectations for all.

2. Legal Framework

This statement sets out our approach to promoting equality in line with the Equality Act 2010 and the Public Sector Equality Duty (PSED).

We are committed to fulfilling our duty to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We also comply with:

- the Education and Inspections Act 2006 (community cohesion)
- the Human Rights Act 1998

3. Protected Characteristics

We recognise the following protected characteristics:

- age
- disability

- gender reassignment
- marriage and civil partnership (staff only)
- pregnancy and maternity
- race (including colour, nationality, ethnic or national origin)
- religion or belief
- sex
- sexual orientation

4. Our Approach to Equality

We ensure equality is embedded across all aspects of school life, including:

- curriculum design and delivery
- teaching and learning
- behaviour and pastoral support
- admissions and attendance
- staff recruitment and development
- engagement with parents and the wider community

We recognise that treating people equally does not always mean treating them the same. We make reasonable adjustments and take positive steps to remove barriers to participation and achievement.

5. Equality Objectives (2026–2030)

We publish specific and measurable equality objectives every four years.

Objective 1: Reduce attainment gaps

Reduce the attainment gap between disadvantaged pupils and their peers by at least 10% by July 2030.

Success measures:

- internal assessment data
- national test outcomes

Objective 2: Improve attendance for vulnerable groups

Improve attendance rates for pupils with SEND and disadvantaged pupils to be in line with or above national averages by 2030.

Success measures:

- attendance data monitored termly

Objective 3: Reduce prejudice-related incidents

Reduce recorded prejudice-related incidents by 20% over four years.

Success measures:

- behaviour and safeguarding logs
- incident reports reviewed termly

Objective 4: Increase participation in enrichment

Increase participation in extracurricular activities among underrepresented groups (including SEND and disadvantaged pupils) by 15% by 2030.

Success measures:

- participation tracking data

Progress towards these objectives is reviewed annually and published.

6. Publishing Equality Information

We publish equality information annually on our website in accordance with the Public Sector Equality Duty.

This includes data on:

- attainment and progress
- attendance and exclusions
- prejudice-related incidents
- participation in school activities
- workforce data (where appropriate)

7. Use of Data

We collect and analyse data to identify inequalities and inform action planning.

Data is analysed, where appropriate, by:

- protected characteristics
- disadvantage (pupil premium)
- special educational needs and disabilities (SEND)
- English as an additional language (EAL)

Findings are used to inform school improvement priorities, resource allocation and equality objectives.

8. Accessibility Plan

In line with the Equality Act 2010, we maintain an Accessibility Plan which is reviewed every three years.

This sets out how we will:

- increase access to the curriculum
- improve the physical environment
- improve access to information

9. Curriculum and Ethos

Our curriculum promotes respect, diversity and inclusion. We ensure that teaching reflects a wide range of perspectives and supports pupils to understand equality and diversity.

Our ethos promotes:

- respect for all
- positive relationships
- high expectations

10. Addressing Prejudice and Bullying

We do not tolerate any form of discrimination, harassment or prejudice-related bullying.

All incidents are:

- recorded
- investigated
- addressed promptly
- monitored by school leaders and governors

Procedures are set out in the Behaviour and Anti-Bullying Policy.

11. Staff Equality

We are committed to equality for staff in:

- recruitment and selection
- professional development
- promotion opportunities

We make reasonable adjustments for staff where required and monitor equality in workforce practices.

12. Roles and Responsibilities

Governing Body / Trustees

- ensure compliance with equality legislation
- approve equality objectives
- monitor progress and impact

Headteacher

- lead implementation of this statement
- ensure staff training and awareness
- monitor data and outcomes
- address incidents of discrimination

Staff

- promote inclusive practice
- challenge discrimination
- report concerns
- support all pupils to achieve

Pupils

- treat others with respect
- report concerns
- contribute to an inclusive environment

13. Training and Awareness

All staff receive appropriate equality and diversity training. This is regularly updated to reflect current legislation and best practice.

14. Monitoring and Review

We regularly monitor the impact of this statement through:

- data analysis
- policy review
- stakeholder feedback

This statement is reviewed every four years, with progress towards objectives reviewed annually.

15. Linked Policies

This statement should be read alongside:

- Behaviour and Anti-Bullying Policy
- Safeguarding Policy
- SEND Policy
- Accessibility Plan
- Admissions Policy

Approved by: Governing Body / Trustees

Date: May 2026