



## EQUALITY & DIVERSITY POLICY

*Revised November 2025  
To be reviewed: November 2028*

## OUR MISSION STATEMENT

*learning together, making progress, achieving goals*

## Roxeth Primary School

### Equality Information and Objectives Policy 2025–2029

#### **Vision Statement**

At Roxeth Primary School, we are committed to creating an inclusive, respectful community where every child and member of staff is valued, diversity is celebrated, and everyone has the opportunity to thrive.

#### **1. Aims**

Roxeth Primary School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations across all protected characteristics.

Protected characteristics include: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

#### **2. Legislation and Guidance**

This policy complies with:

- The Equality Act 2010 and Public Sector Equality Duty
- The Equality Act 2010 (Specific Duties) Regulations 2011
- Department for Education (DfE) guidance on the Equality Act 2010 and schools
- Guidance from the Equality and Human Rights Commission and Government Equalities Office

#### **3. Roles and Responsibilities**

Governing Board: review objectives every 4 years, monitor implementation.

Headteacher: Promote understanding of equality objectives, monitor progress, ensure due regard in decisions.

Staff: Implement the policy, attend training, if necessary, support equality objectives.

Pupils: Respect differences, participate in initiatives, report discrimination.

Parents/Carers: Support school ethos, engage in equality initiatives.

#### **4. Eliminating Discrimination**

Roxeth Primary School will:

- Ensure relevant policies reference equality and non-discrimination.
- Educate the children through value of month and Rights Respecting ethos.
- Monitor and report incidents of discrimination.

## **5. Advancing Equality of Opportunity**

- Identify and remove barriers for pupils with SEND, EAL learners, and disadvantaged groups.
- Encourage participation in all school activities.
- Monitor attainment and progress by specific groups e.g., SEND and disadvantaged
- Support staff with training and reasonable adjustments.

## **6. Fostering Good Relations**

- Promote understanding through curriculum, assemblies, and community engagement.
- Celebrate diversity through events and literature.
- Encourage inclusive pupil voice and leadership e.g., Rights Rangers, House and sports captains.

## **7. Equality Considerations in Decision-Making**

- For school trips, policies, and activities.
- Consider accessibility, cultural/religious needs, and gender balance.

## **Equality Objectives (2025–2029)**

1. Reduce Attainment Gaps: Improve outcomes for SEND and disadvantaged pupils by 10% over 4 years, monitored through assessment data.
2. Celebrate Diversity: Continue to embed and celebrate cultural, religious, and linguistic diversity across the curriculum and school events by July 2027.

## **9. Accessibility Objectives (Embedded)**

1. Curriculum Access: Ensure pupils have equitable access through adapted teaching and assistive technology.
2. Physical Environment: Maintain accessible facilities and safe internal/external routes.
3. Communication: Provide materials in accessible formats and translated as required.

## **10. Monitoring and Review**

- Governing Board to review equality information annually.
- Objectives and policy to be reviewed every 4 years.
- Policy reviewed every 3 years for compliance with PSED.

## **11. Links with Other Policies**

- Accessibility Plan
- SEND Policy and Information Report
- Behaviour Policy
- School Improvement Plan