

**Statutory**

# **Equality & Equity Information & Objectives Education Policy**

**Purley CofE Primary School**

**Date of policy: Autumn 2025**

**Review Cycle: Annually**

**Reviewed By: Ethos & Wellbeing Committee**

**Last Reviewed: Autumn 2025**

**Approved By: Full Governing Board Autumn 2025**

**Next review date: Autumn 2029**

**Learn to love, love to learn**



*'Let all that you do be done with love', 1 Corinthians 16:14*

## 1. Aims

At Purley Church of England Primary School, we are committed to ensuring equality and equity of education and opportunity for all pupils, staff, parents and carers. We aim to develop a culture of inclusion and belonging in which everyone feels proud of their identity and is enabled to thrive. Our Christian vision, 'Learn to love, love to learn', and our biblical foundation, 'Let all that you do be done with love', underpin all we do.

We recognise that equality and equity are not the same. Equality ensures everyone is treated fairly, while equity ensures everyone has access to the support and resources they need to achieve positive outcomes. We are therefore committed to removing barriers and providing appropriate support to meet individual needs.

We meet our Public Sector Equality Duty (PSED) obligations by having due regard to the need to:

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

## 2. Legislation and Guidance

This policy meets the requirements of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, and is based on Department for Education (DfE) guidance: 'The Equality Act 2010 and Schools'. It also aligns with the school's duties under the Public Sector Equality Duty (PSED).

## 3. Roles and Responsibilities

The Governing Board will:

- Ensure that equality and equity information and objectives are published and communicated throughout the school.
- Update equality information annually and review objectives at least every four years.
- Delegate monitoring to the Headteacher and Leadership Team.
- Attend equality and diversity training and ensure compliance with statutory duties.

The Headteacher will:

- Promote understanding of equality and equity objectives among staff and pupils.
- Monitor success and report progress to governors.
- Ensure all policies reflect equality and equity principles and provide appropriate staff training.

All Staff will:

- Uphold the principles of equality, equity, diversity and inclusion.
- Challenge prejudice, discrimination and stereotypes.

- Model respect, fairness and understanding in all relationships with pupils, colleagues and parents.

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

We are aware of our obligations under the Equality Act 2010. At Purley Church of England Primary School, we take active steps to eliminate discrimination, harassment and victimisation in all aspects of school life.

Guided by our Christian vision and our *Ready, Respectful, Safe* behaviour principles, we foster a culture where everyone is treated with dignity and kindness. We believe that equality and equity are lived out through everyday interactions — in how we listen, respond, and support one another to do and be our best.

Our policies and practices are designed to prevent discrimination and promote fairness and belonging for all members of the school community. This includes, for example, ensuring that equal opportunities monitoring forms are used in recruitment and HR processes to support transparency and fairness in employment.

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

We use data and monitoring to identify barriers and take steps to remove or minimise them. We aim to meet the needs of people who have protected characteristics and to encourage their full participation in school life.

Examples include:

- Monitoring achievement, attendance and participation data to identify and address gaps.
- Providing targeted support and reasonable adjustments for pupils with SEND or disabilities.
- Ensuring all pupils have equitable access to opportunities, enrichment and leadership roles.
- Celebrating diversity through curriculum, worship and community events.
- Using our PSHE and RSE curriculum, delivered through the SCARF framework, to promote inclusion, emotional wellbeing and respect.
- Using the 'No Outsiders' teaching resource to explore equality and diversity themes through literature and discussion, helping pupils to understand and respect the protected characteristics.

#### **6. Fostering Good Relations**

Through our curriculum, assemblies, and collective worship, we promote mutual respect, understanding and friendship across all groups. We celebrate difference and teach pupils to value one another as children of God. Our PSHE and RSE lessons, supported by the 'No Outsiders' programme, encourage pupils to reflect on inclusion, kindness and empathy, exploring diversity in a way that supports our Christian values and prepares them for life in modern Britain.

Throughout the year, we take part in national and local initiatives that promote kindness, inclusion and respect, such as **Anti-Bullying Week**, **Children’s Mental Health Week**, and **Safer Internet Day**. These events are used to reinforce our *Ready, Respectful, Safe* values and strengthen pupils’ understanding of how to treat others with dignity and compassion.

### 7. Equality and Equity in Decision-Making

We ensure due regard to equality and equity when making significant decisions and when reviewing policies and procedures. All decisions are made in line with our commitment to fairness, inclusion and the elimination of discrimination.

### 8. Equality Objectives 2025–2029

Our equality objectives for 2025–2029 are:

1. To ensure every pupil feels safe, respected and valued within our school community, and that all staff act confidently and consistently to prevent and respond to discrimination, unkindness or bullying.
2. To ensure our curriculum reflects our vision and values, celebrating diversity and promoting inclusion through worship, PSHE (including No Outsiders), RE and the wider curriculum.
3. To ensure that all pupils, including those from disadvantaged backgrounds or with additional needs, have equitable access to opportunities and support to achieve their full potential.

### 9. Monitoring and Review

The Governing Board will review equality and equity data annually and publish updates on the school website. Progress towards objectives will be reviewed each year, with a full policy review every four years. The Headteacher will report on progress to the Governing Board annually.

### 10. Links with Other Policies

This policy links to:

- PSHE and RSE Policy (June 2025)
- Accessibility Plan
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- School Development Plan