Richard Lee Primary

Equality Information and Objectives

Local Level Policy

Date effective	October 2026
Review Cycle	Annually
Review Date	October 2027
Date of Approval by Governors	13th Oct 2026
Committee approved by	Richard Lee Local Governing Body
Author	Mrs Jenny Stafford

Part of the Castle Phoenix Trust
Leading Learning and Excelling Together

Contents

1.Aims..... 1

2. Legislation and guidance..... 2

3. Roles and responsibilities..... 2

4. Eliminating discrimination 2

5. Advancing equality of opportunity..... 2

6. Fostering good relations 3

7. Equality considerations in decision-making..... 3

8. Equality objectives 3

9. Monitoring arrangements..... 4

10. Links with other policies..... 4

1. Aims
Richard Lee Primary School aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

- 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

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The designated member of staff for equality is Mrs Jenny Stafford and she will:

- promote knowledge and understanding of the equality objectives among staff and pupils identify 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.

4. Eliminating discrimination

Richard Lee Primary School is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic.

- 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 societies)

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/reading, pupils will be introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different

year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations 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

8. Equality objectives

Richard Lee Primary School will:

Objective 1 - Ensure all new staff are aware of their responsibilities under the Equality Act and the importance of equality to the School, by introducing equality training as part of new staff induction.

Objective 2 - Promote acceptance, friendship and understanding within our school community through strong promotion of our school values; Pride, Unity, Kindness, Resilience and Honesty and through delivery of assemblies which deal with relevant equality issues.

Objective 3 - Work to avoid discrimination by providing equality and diversity training to relevant staff.

9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every other year.

10. Links with other policies

This document links to the following policies:

- Staff Code of Conduct
- Safer Recruitment Policy Statement
- Anti-bullying Policy
- Behaviour Policy
- SEND & Inclusion Policy
- Relationships & Sex Education Policy