



Equality Information and Objectives Policy

Little Ealing Primary School

Policy owned by	Governing Body
Last amendment date	Dec 2025
Renewal cycle	Policy – annually Objectives – every 4 years
Approved by Headteacher	Dec 2025
RENEWAL DATE	Dec 2029

1. Aims

Our 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 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values of Kindness, Respect, Responsibility, Honesty and Gratitude.

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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

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/carers

- 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 **equality link governor** is Nazia Dar. They will:

- Meet with the designated member of staff for equality annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The **headteacher** will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have "due regard" when deciding or taking an action to whether it may have particular implications for people with particular protected characteristics

The **designated member of staff for equality** will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor once a year to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

The role of all staff: teaching and non-teaching

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

- All staff will ensure that all pupils are treated fairly, equally and with respect and will maintain awareness of the school's Equality Plan.
- All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.
- All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the Headteacher.
- Teachers support the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

4. Eliminating discrimination

The 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.

During meetings, staff and governors discuss and reference their responsibilities under the Equality Act.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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)

As a school, we will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

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
- Making pupils aware of our behaviour and anti-bullying policies
- 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 Pupil Parliament 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. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The school always considers the impact of significant decisions on particular groups.

8. Equality objectives

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years

Equality Objective 1:

To promote a sense of identity in all pupils by regularly reviewing our curriculum to ensure it raises awareness of diversity, inclusion and the protected characteristics.

Why we have chosen this objective:

Because pupils learn best when they see themselves positively represented. A diverse and inclusive curriculum supports belonging, challenges stereotypes and helps all children understand and value differences.

To achieve this objective, we plan to:

- Review curriculum content annually to ensure representation of a wide range of cultures, identities and experiences.
- Embed understanding of protected characteristics across the school through assembly and in-class PSHE lessons.
- Provide staff with ongoing training on inclusive curriculum design with support from external professionals.

Equality Objective 2:

To implement and regularly review policies and procedures that ensure a school culture where discrimination and prejudice are not tolerated and both staff and children feel safe, respected and valued.

Why we have chosen this objective:

A safe and respectful environment is essential for learning and wellbeing. Clear, up-to-date policies help prevent discrimination, promote positive relationships and ensure consistent practice across the school.

To achieve this objective, we plan to:

- Review behaviour, safeguarding and anti-bullying policies annually through an equality lens.
- Ensure all incidents of discrimination are reported, recorded and addressed promptly.
- Provide staff training on tackling prejudice and promoting respectful behaviour.
- Involve pupils in promoting inclusive values through assemblies and pupil voice activities.

Equality Objective 3:

To monitor and analyse pupil achievement by race, gender and disability to ensure equity and identify areas for improvement.

Why we have chosen this objective:

Monitoring outcomes allows us to identify gaps, challenge inequality and ensure that all pupils receive appropriate support to thrive academically.

To achieve this objective, we plan to:

- Analyse assessment and progress data termly across key demographic groups.
- Identify underperformance patterns and provide targeted interventions where needed.
- Report findings to governors to ensure accountability.
- Work with staff to adjust teaching approaches and support strategies based on data insights.

9. Monitoring arrangements

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

School-specific equality objectives will be reviewed by the headteacher at least every 4 years.

This document will be reviewed by the governing board annually, to ensure continued compliance with the Public Sector Equality Duty (PSED).

This document will be approved by the governing board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEN information report
- SEND policy