



Equalities Policy & Objectives

St Michael's Easthampstead CE Primary School

At St Michael's we are a community of active learners who go above and beyond in everything we do, equipping ourselves to make a difference in our own lives and in the lives of others

Policy Name	Equality Policy incl Equality Objectives
Brief Description:	Outlines the school's responsibilities regarding the promotion of equality.
Status: Statutory/non-statutory	Statutory
Other related policies and procedures:	Accessibility Plan SEND Policy Behaviour Policy Child Protection & Safeguarding Anti-Bullying PSHE & RSE Complaints Staff Code of Conduct Parent Code of Conduct Home School Agreement
Approval level: HT/Governors/FGB	FGB
Approved by the Governing Board on:	14/7/2026
Frequency to be reviewed	Every 4 years
Latest Date for Next Review:	July 2030
Version + Schedule of Amendments:	Version 2.0 – Updated July 2026
Signed:	Shaun Riordan
Position:	Headteacher
Date of Signature:	10/7/2026

Contents

1. Aims	2
2. Legislation and guidance.....	2
3. Roles and responsibilities.....	2
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity	3
6. Fostering good relations	3
7. Equality considerations in decision-making	4
8. Monitoring arrangements	4
9. Links with other policies.....	4

1. Aims

In line with our core school values of Love, Kindness, Honesty, Respect and Aspiration, we are committed to creating an inclusive community where every child and adult is valued, treated with dignity and respect, and able to flourish. We do not tolerate discrimination of any kind and actively promote equality of opportunity for all. Our school aims to meet its obligations under the public sector equality duty 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](#).

The school recognises the following protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership (staff only), pregnancy and maternity, race, religion or belief, sex and sexual orientation.

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, and that they are

reviewed and updated at least once every four years

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

The equality link governor will:

- Meet with the designated member of staff for equality twice a year, 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated senior member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor twice a year to raise and discuss any issues
- Support the headteacher in identifying 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. Staff receive appropriate training and updates to understand their responsibilities under the Equality Act and to promote an inclusive culture across the school.

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.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

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 specific groups of pupils (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of specific groups of pupils (e.g. adapting the school timetable or providing specific resources/provision).
- Encouraging specific groups of pupils to participate fully in any activities (e.g. encouraging all pupils to be involved in school clubs, school council etc)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how specific groups of pupils are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups

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. Our curriculum positively reflects the diversity of modern Britain through books, historical figures, scientists, artists and significant individuals from a wide range of backgrounds, cultures, beliefs and experiences.
- Holding collective worship and assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such worships, 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 worships, 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. Pupils work with the AHT as Anti-bullying ambassadors to promote tolerance and equity between pupils.
- 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. Monitoring arrangements

The Headteacher / Assistant Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the governing board at least every 4 years. The objectives will be reviewed each year and depending on the progress of the objectives they may be changed and new objectives will be set accordingly.

This document will be approved by the full governing board.

9. Links to other policies

See linked policies on front page

