



Eldersfield Lawn C.E. Primary School

LIFE

Living and Inspiring Futures for Everyone

**“Start children off on the way they should go
and even when they are old, they will not turn
from it.”**

Proverbs: 22:6

Equality Information and Objectives Policy

Policy Review: September 2026

Next Review: September 2027

EQUALITY INFORMATION and OBJECTIVES POLICY

Eldersfield Lawn C.E. Primary School aims to have due regard for 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 between people who share a protected characteristic and people who do not share it.

The Equality Act 2010 and specific duties Regulations 2011 and the DfE guidance for schools all provide a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. They also ensure that we continue to tackle issues of disadvantage and underachievement of different groups.

Equality Objectives

Our approach to equality is based on the following key principles:

- A fair and just school community, that promotes social inclusion, community cohesion and equality.
- A school community that respects diversity and difference
- A school which fosters positive attitudes and relationships and a shared sense of cohesion and belonging.

Eldersfield Lawn C.E. Primary School provides education for all, acknowledging that the society within which we live is enriched by diversity. The School community strives to ensure that the culture and ethos of the school reflects all members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

Eldersfield Lawn C.E. Primary School will not tolerate harassment of any kind. We are committed to combating all forms of discrimination.

Eldersfield Lawn CE Primary School recognises that monitoring and evaluation of equality is essential to ensure that pupils are not being disadvantaged – monitoring and collection of information on protected characteristics includes, gender, disability, ethnicity, children with Special Educational Needs, children entitled to free school meals, Looked After children and pupils with English as an Additional Language.

Eliminating Discrimination

Eldersfield Lawn C.E. Primary School eliminates discrimination by:

- Promoting equality, for example by assessing the impact of our policies on different groups.
- Challenging discrimination for example by acting quickly to deal with any discrimination aimed at groups as well as individuals.

- Promoting cohesion, for example through international links and community events.
- Giving a high profile to rights and responsibilities throughout the school community, particularly through the school council and junior governors.
- Developing cohesion and equality work throughout the school community as part of our school improvement and school evaluation processes.
- Working in partnership with pupils, parents and other agencies in the community to develop good practice.
- Ensuring curriculum opportunities are created that promote equality and cohesion for example in Reading, Geography, RE, collective worship and PSHE.
- Encouraging diversity and avoid discrimination in the areas of recruitment, training and promotion.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it by aiming to foster good relations.

We advance equality of opportunity by consulting and involving those affected by inequality in the decisions our school takes to promote equality and discrimination through:

- Using information we gather to identify underachieving groups or individuals and plan targeted intervention where appropriate.
- Ensuring participation of parents/carers and pupils in school development e.g. through questionnaires and consultations.
- Listening to parents/carers
- Listening to pupils at all times

Eldersfield Lawn CE Primary School recognises that all members of staff have rights as employees to work in a supportive, safe and harassment free environment and that staff have individual and collective responsibility to value and respect each other's contributions. Our SEND and inclusion Policies demonstrate our commitment to pupil participation, parent partnership, resource allocation and curriculum access.

All staff and Governors will challenge discrimination on the grounds of gender, age, race, disability, sexuality, religion or belief, national origin, national status, marital status, socio-economic background.

To be reviewed annually by Eldersfield Lawn governing body.