

# Rossington St Michael's C of E Primary School

## EQUALITY POLICY

2025-2028



Date of Policy: September 2025

Date of Review: September 2028 (or sooner if legislation changes)

## **1. Introduction**

At Rossington St Michael's CE Primary School, we are committed to promoting equality and fostering a positive, inclusive environment where everyone is treated with respect and dignity. This Equality Policy sets out how we will meet our statutory duties under the Equality Act 2010 and promote equality of opportunity for all members of our school community.

## **2. Purpose**

The purpose of this policy is to:

- Ensure that all pupils, staff, governors, parents, and visitors are treated fairly and with respect.
- Promote equality of opportunity and eliminate unlawful discrimination, harassment, and victimisation.
- Provide a framework to embed equality into all aspects of school life, including teaching, learning, curriculum, and the wider school community.
- Support the development of a school culture where diversity is valued and celebrated.

## **3. Legal Framework**

This policy is underpinned by the following legislation and guidance:

- The Equality Act 2010
- The Public Sector Equality Duty (2011)
- The Children and Families Act 2014
- The Special Educational Needs and Disability (SEND) Code of Practice 2015
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## **4. Scope**

This policy applies to all members of the school community, including pupils, staff, governors, parents, carers, volunteers and visitors.

## **5. Our Commitment to Equality**

Rossington St Michael's CE Primary School will:

- **Eliminate discrimination, harassment, and victimisation** on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- **Promote equality of opportunity** by ensuring that barriers to participation, learning, and achievement are removed.
- **Foster good relations** between people who share a protected characteristic and those who do not.
- **Recognise and celebrate diversity** as a strength of our school community.
- **Ensure that all policies and procedures** reflect our commitment to equality.

## 6. Roles and Responsibilities

- **Governing Body** is responsible for ensuring the school complies with equality legislation and that this policy is implemented effectively.
- **The Headteacher and Senior Leadership Team** will promote equality and eliminate discrimination and harassment, ensuring that staff are aware of their responsibilities.
- **All Staff** have a responsibility to uphold this policy, challenge inappropriate behaviour, and promote inclusive practice.
- **Pupils** are encouraged to treat each other with respect and kindness and to celebrate diversity.
- **Parents and Carers** are encouraged to support the school's equality objectives and promote positive attitudes.

## 7. Equality Objectives

We will regularly review and publish specific equality objectives that set out our priorities and measurable targets to advance equality in school. These objectives will address issues identified through monitoring and consultation with the school community.

## 8. Promoting Equality Through the Curriculum

- Our curriculum will reflect diverse perspectives and cultures, helping pupils develop understanding, respect and empathy.
- Teaching and learning materials will challenge stereotypes and promote positive role models.

- Pupils will learn about their rights and responsibilities and the importance of equality in society.

## **9. Addressing Discrimination and Harassment**

- We will respond promptly and effectively to any incidents of discrimination, bullying, or harassment.
- Support will be offered to victims and appropriate action taken against perpetrators.
- We encourage an open and supportive environment where concerns can be raised safely.

## **10. Monitoring and Reporting**

- We will collect and analyse data relating to pupils' achievement, attendance, and behaviour by protected characteristics to identify and address any disparities.
- Staff recruitment and development will be monitored to ensure fairness and equality.
- The Governing Body will receive regular reports on the impact of equality initiatives.

## **11. Review**

This policy will be reviewed every three years or sooner if required by changes in legislation or school practice. Stakeholders will be consulted during the review process.