

Equality information and objectives policy

Cotford St Luke 2025-26



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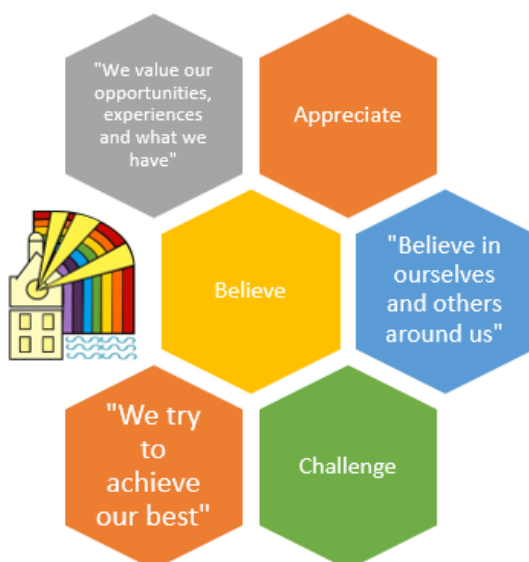
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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination 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

Our school aims to promote respect for difference and diversity in accordance with our values:



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 will:

- Support the school's objectives in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the school 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.

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year, delivered through Smartlog.

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 (e.g. enabling Muslim pupils to pray at prescribed times)
- 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)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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
- 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

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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1

Communication

To ensure that all pupils and staff have the communication skills needed for all pupils and parents to access and enjoy every facet of school life.

Communication and language are the keys to fulfilling life, development of thinking and effective learning. We will ensure that we make every effort to support pupils and parents for whom English is an additional language and those pupils for whom communication is difficult.

We will be sensitive to individual needs and always seek to provide alternative means of effective two-way communication including:

- Multi-lingual resources
- Visual representations

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Objective 2

Diversity

We will carefully plan opportunities for our pupils to understand, appreciate, celebrate and develop a positive attitude towards the diversity that exists in Britain and the world. We want our pupils to see people as people whatever their similarities and differences and we will actively provide experiences and opportunities for pupils to learn about important figures and the everyday successes of people from a range of ethnic, religious or cultural backgrounds, gender and sexual orientation.

Objective 3

Access

We are committed to ensuring that all our pupils are able to access the full range of opportunity regardless of additional need or disability. Our site will be maintained such that all pupils can access all areas, with ramps, specialist equipment and careful site management all contributing to this. Classrooms and public spaces are kept tidy and clear to provide easy access for all. School entry plans are drawn up effectively and regularly reviewed to ensure that the voices of the pupil and their parents are heard and acted upon.

Objective 4

Aspiration

We seek to inspire our pupils to aspire to achieve happiness and success, whatever that may mean for them. In seeking to promote the aspirations of our pupils, we will encourage them to recognise the importance and contribution made to society by a huge range of people, working in as wide a range of sectors as possible. Our pupils will all develop a sense of gratitude and appreciation for the positive impact that everyone can have on the lives of others and, we hope, be driven to make their own contribution to school, their community and the world.

9. Monitoring arrangements

The headteacher will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by headteacher at least every 4 years.

This document will be approved by headteacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan

- Risk assessment
- SEND policy
- Behavior policy