



## Equality Duty and Objectives

**Policy last reviewed:** October 2024

**Reviewed by:** Amy Bills

**Agreed by governors:** TBC

**Shared with staff:** TBC

**Frequency of review:** 4 years

**Date of next review:** Oct 2028

**Head Teacher:** Amy Bills, Headteacher

Version	Date	Author	Changes
V1	Oct 2024	Amy Bills	Initial Issue

<b>Review frequency</b>	4 years
<b>Review date</b>	October 2028
<b>Ratified by</b>	Governors
<b>Date of ratification</b>	TBC
<b>Lead/owner</b>	Headteacher/Chair of Governors
<b>Target audience</b>	All stakeholders

The electronic version is the definitive version of this document.

Holbrook Primary School is committed to promoting a positive and diverse culture in which all colleagues and young people are valued and supported to fulfil their potential irrespective of their age, disability, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

The school aims to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. The school also values diversity and recognises the varied contributions that a diverse workforce brings to an organization. The school is committed to drawing on different perspectives and experiences of individuals and fully recognises, appreciates and celebrates how this will add value to what we do.

All members of the Holbrook Primary School family will ensure that there is no discrimination against employees on the basis of their protected characteristics. The principles of non-discrimination also apply to how the school expects employees to treat other employees, pupils/students, parents and carers, visitors, clients, customers, suppliers and former employees regardless of whether the legal protection of a protected characteristic having applies.

The school and governing body recognises and welcomes its obligations under the Equality Act 2010 and is committed to promoting the equality and diversity of all those the school works with especially its employees, pupils/students, young people and visitors.

Holbrook Primary School opposes all forms of discrimination, bullying and harassment and must make every effort to comply with the requirements of the Act and its subsequent provisions.

The school ensures that the commitments listed below apply to the full range of policies and practices, including those that are concerned with:

- pupils' progress, attainment, and achievement
- pupils' personal development, welfare, and well-being
- teaching approaches, strategies, and resources
- admissions and attendance
- staff recruitment, retention, and professional development
- care, guidance, and support
- behaviour, discipline, and exclusions
- working in partnership with parents, carers, and guardians
- working with the wider community

## **Equality Objectives**

Holbrook Primary School will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other factor, and will build a culture that values meritocracy, openness, fairness and transparency.

The school and governors are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers.

In order to further support pupils, raise standards and ensure inclusive provision and culture, the following objectives have been set:

### Objective 1

To monitor and analyse pupil achievement including by race, gender and disability, and act on any trends or patterns in the data that require additional support for pupils.

### Objective 2

To improve the English language skills of bi-lingual learners, especially those in the early stages of language acquisition.

### Objective 3

To review levels of parental and pupil engagement in learning and school life, across all activities, to ensure equity and fairness in access and engagement.

## **Monitoring arrangements**

This document will be updated as necessary each year. This document will be reviewed by the governing body at least every 4 years.