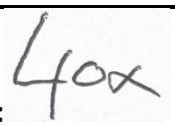
IMPERIAL AVENUE INFANT SCHOOL

EQUALITY
and
EQUAL OPPORTUNITIES POLICY

Policy Date:	**September 2026**		
Policy Review Date:	**Autumn Term 2026**	**Head Teacher** **Mr Leigh Fox**	**Chair of Governors** **Miss E Harrop**
		Signature: 	**Signature:** 

Legal Duties
As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

Guiding principles
In fulfilling our legal obligations and best practice aspirations, we are guided by nine principles:

- All pupils, their parents and carers, are of equal value
- We recognise and respect difference - treating people equally does not mean treating everyone the same. Equality is about fair treatment and sometimes people have to be treated differently in order to make sure that things are fair
- We foster positive attitudes and relationships and a shared sense of cohesion and belonging
- We observe best equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist
- We consult and involve widely
- We intend that society as a whole should benefit from our policies and activities, promoting greater social cohesion and participation in public life
- We base our practices on sound evidence and information
- We formulate and publish our equality objectives at least every four years and our accessibility plan is reviewed at least every three years

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions. We will not publish any information that can specifically identify any child
- Prepare and publish equality objectives
- Provide an accessibility plan

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our School Ethos/mission statement
We value and respect the uniqueness of each child and work together to achieve success. We aim to:

- provide a friendly, safe, supportive and inclusive learning environment
- acknowledge the importance of a child's previous experiences, as a starting point for learning
- teach skills and develop attitudes for life
- provide a curriculum that has breadth, balance, relevance and progression
- encourage appropriate behaviour at school, in work and play
- work in partnership with families and the community to foster home-school links
- To prepare children for life in a pluralist society.
- To help children to be tolerant and accept different cultures and religious beliefs.
- To encourage children to respect the rights, opinions, skills and achievements of their peers.
- To undermine discrimination by employing teaching methods that enforce positive images and opportunities for praise.

Objectives
- to set good examples of conduct by treating children with respect
- to challenge negative stereotypes and language made by children, which show discrimination
- to raise awareness throughout the whole curriculum and where appropriate show the achievements of minority groups
- to select teaching materials and techniques which are up to date and display positive images
- to reward positive attitudes shown by children
- to seek positive role models
- to provide all children with equal access to the curriculum, including those with special educational needs and physical disabilities.

Our school will continue to motivate young children in their development leading to a positive participation in society. We are committed to raising educational achievements and standards in a welcoming, caring and safe environment.

We expect the whole community to:

- work co-operatively with each other
- show respect for others, their culture, property and lifestyle
- take responsibility for their own actions

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Procedure for dealing with discriminatory behaviour

- any discrimination should be reported to the teacher who will encourage the children to talk about the situation (see Behaviour Policy)
- all incidents should be acknowledged by the teacher and taken seriously
- give support to both victim and bully. Victim needs self-esteem and self-value, bully needs to work with others
- follow up to support victim and prevent reoccurrence
- Head or Deputy to record racist/sexist behaviour in the school's incident book
- make clear to parents/carers unacceptability of discriminatory behaviour
- in service training/discussion/staff meetings

Reviewed - November 2026
Next review - September 2027

Responsibility
We believe that promoting Equality is the whole schools responsibility:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these
Head teacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head teacher as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents
Teaching Staff	Help in delivering the right outcomes for pupils Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher on how pupils and parents/carers can be expected to be treated Support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all

We will ensure that the whole school community is aware of this policy by way of communication through newsletters

Complaints
Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office. Further guidance for parents and carers and school governors on the Equality Act 2010 can be found on Leicester City Council's Website:

http://www.leicester.gov.uk/equalityguidance/