



Equality and Diversity Policy

BLEAN PRIMARY SCHOOL

Policy Review date: September 2026

Headteacher: Mr I Rowden

Chairs of Governors: Mr H Samuelson

Date of Next Review: September 2028

Legislation and Guidance

This policy is informed by:

- Equality Act 2010
- Public Sector Equality Duty (Section 149 Equality Act 2010)
- Special Educational Needs and Disability Code of Practice
- Keeping Children Safe in Education (current edition)
- Working Together to Safeguard Children
- Human Rights Act 1998
- The Education Act 2002
- Relationships Education, Relationships and Sex Education and Health Education statutory guidance

Opening Statement and Principles

This policy sets out Blean Primary school's commitment towards equality and diversity. The aim of this policy is to encourage and enable inclusion and achievement through the management of staff, curriculum, pupils, parents and carers in an environment that recognises the different life chances that individuals have and works to achieve the best outcomes for them all both as individuals and as members of our community and to ensure that this diversity within our school community is celebrated and valued.

We seek to uphold and implement these core values as a service provider and employer and to ensure that our services are accessible and delivered effectively. We also recognise the unique opportunity we have as a school to positively influence the broader community by creating positive relationships between people through community cohesion. Every member of the Blean School Community should feel safe, valued and of equal worth.

Blean Primary School is committed to creating a culture where every child feels safe, valued, respected and able to achieve their full potential. Through our curriculum, personal development provision and wider opportunities, pupils learn to respect difference, challenge discrimination and contribute positively to modern British society.

At Blean Primary School, with our commitment to being both morally and socially responsible, equality is a key principle for treating all people the same irrespective of their:

- Age (staff)
- Disability
- Gender reassignment
- Marriage and civil partnership (staff)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

(Equality Act 2010).

This policy will impact on all other policies.

In accordance with Section 149 of the Equality Act 2010, Blean Primary School will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Blean Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

The school recognises that certain pupils may face additional barriers or vulnerabilities due to protected characteristics, disadvantage or additional needs and will take appropriate action to ensure their safety, wellbeing and inclusion.

Aims to eradicate discrimination

At Blean Primary School we believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Respectful relationships as highlighted by the central theme of 'Be Respectful' in our three school rules.
- Equality
- Diversity
- Inclusion
- Fundamental British Values
- Tackling prejudice and stereotypes

We are committed to having the Blean Curriculum being a balanced and fair one which creates pupils who are physically and mentally healthy, ready for the next stage of learning and who have a love of learning. Consequently, we believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and instead promotes inclusive attitudes.

The school will deliver a broad and balanced curriculum in line with statutory requirements, promoting respect, equality and inclusion. Where withdrawal rights exist under Relationships and Sex Education regulations, these will be implemented in accordance with statutory guidance.

Dealing with prejudice

The school will not tolerate discrimination, harassment, victimisation or bullying related to any protected characteristic.

Blean Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure (CPOMS), our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

All prejudice-related incidents, including those involving race, religion, disability, sex, sexual orientation or gender reassignment, will be recorded, investigated and monitored. Trends will be analysed by leaders and reported to governors to support continuous improvement.

At Blean Primary School, our pupils are taught to be:

- Respectful and Understanding of others.
- Celebratory of cultural diversity.
- Ready for the next stage of their education.
- Inclusive.
- Morally and socially responsible.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employees and governing body will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

Blean Primary School does not discriminate against staff with regards to their:

- Age (staff)
- Disability
- Gender reassignment
- Marriage and civil partnership (staff)
- Pregnancy and maternity
- Race
- Religion or belief

- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

Accessibility

The school maintains and reviews an Accessibility Plan in accordance with Schedule 10 of the Equality Act 2010 to improve access to the curriculum, physical environment and information for disabled pupils, staff and visitors.

How will we know when we are successful?

Our success will be measured through **quantitative indicators** such as:

- Assessment Information
- Progress data of our different groups
- Pupil Progress meetings
- Attendance
- Unauthorised absence
- Punctuality
- Stability and staffing
- Commitment and involvement of support staff
- Regular visits/involvement from external agencies e.g. Early Help
- Communication and involvement of parents
- Access to ICT for all learners
- Diversity represented in attendance at extra-curricular activities
- Diversity represented in school groups eg school council
- Diversity reflected in parent participation in school

Also **qualitative Indicators** such as:

- Playground interaction
- Learning interaction (peers/adult)
- Friendly and caring attitudes
- Members of the school community feel valued
- Displays of work
- A welcoming ethos
- Effectiveness of communication systems
- Differentiated work for all pupils
- Pastoral care of pupils
- Effective support for health needs
- Diversity reflected in curriculum books and resources
- Links with the local community and wider community
- Ownership of the Equalities policy and practice

Monitoring and Review

The Headteacher is responsible for the day-to-day implementation of this policy and for ensuring that equality, diversity and inclusion are actively promoted throughout the school.

The Governing Body is responsible for overseeing the effectiveness of the policy, monitoring compliance with statutory duties and holding school leaders to account.

Governors will receive an annual report on equality objectives, prejudice-related incidents and any identified gaps in outcomes or participation between groups of pupils.

Equality objectives will be reviewed at least every four years, with progress towards these objectives monitored regularly and reported annually to governors.

The school will review this policy periodically to ensure it remains compliant with current legislation, statutory guidance and best practice.

Blean Primary School Equality Objectives 2026-2030		
Theme	Objectives	Success Measures
Attendance and Inclusion	To reduce the attendance gap between disadvantaged pupils, pupils with SEND and their peers.	• Attendance of vulnerable groups improves annually. • Persistent absence for identified groups decreases year on year. • Attendance data analysed termly by leaders and governors.
Representation within the Curriculum	To ensure that curriculum planning reflects a diverse range of cultures, communities, identities and role models.	• Curriculum audits completed annually. • Diverse representation evident across all year groups. • Pupil voice demonstrates increased understanding and respect for differences.
Staff Knowledge and Confidence	To develop staff understanding of equality, diversity, inclusion and unconscious bias.	• Annual equality training completed by all staff. • Equality considerations evident in school improvement planning. • Staff surveys indicate increased confidence in promoting inclusion.
Inclusive Participation	To ensure equitable participation in leadership opportunities, enrichment activities and pupil voice groups.	• Representation monitored annually. • No group significantly underrepresented in clubs, educational visits or leadership roles. • Barriers identified and addressed promptly.