

Equality Information & Objectives Policy

Approved by: Advisory Board

Policy Owner: Headteacher (Sarah Eaton)

Status: Statutory

Review Frequency: Annual

Next Review Date: March 2027

1. Aims

Leighfield Primary School is committed to fostering an inclusive environment where every member of our community is valued, respected, and able to thrive. We aim to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity for all pupils, staff, and stakeholders
- Foster good relations between individuals and groups who share protected characteristics and those who do not

These aims apply across all aspects of school life including teaching, curriculum, behaviour expectations, staffing, governance, and pupil support.

2. Legislation and Guidance

This policy aligns with:

- Equality Act 2010 (including PSED duties)
 - Equality Act 2010: Advice for Schools (DfE)
 - SEND Code of Practice 2015
 - Human Rights Act 1998
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3. Our School Context and Community Profile (2025/26)

Pupil Population

- 194 pupils on roll
- 93 male (47.9%)
- 101 female (52.1%)

Attendance

- Overall absence: 4.4%

- Persistent absence: 5.9% (significant improvement on previous years)

Socio-economic Indicators

- 10.3% eligible for Free School Meals (FSM)
- IDACI: Most pupils in 40–50% and 80–90% least deprived bands

Ethnic Diversity

- 6.2% BME
- 4.6% EAL pupils

Special Educational Needs

- No SEN: 84%
- SEN Support: 12.9%
- EHCP: 3.1%

Exclusions

- Zero suspensions and zero permanent exclusions (three-year trend)
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4. Roles and Responsibilities

Advisory Board

- Ensure the school complies with the Equality Act
- Review and challenge equality data and objectives
- Approve policy annually

Headteacher

- Implements and monitors the policy
- Ensures staff understand responsibilities
- Manages publication of equality information

Staff

- Model inclusive practice
- Challenge discriminatory behaviour
- Deliver accessible curriculum and teaching

Pupils

- Treat all members of the community with respect
 - Contribute positively to school culture
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5. Eliminating Discrimination

The school eliminates discrimination by:

- Maintaining strong safeguarding and behaviour systems
 - Recording, reporting and addressing prejudice-based incidents
 - Delivering staff training (SEND, EAL, unconscious bias)
 - Ensuring recruitment, curriculum, and policies reflect equality principles
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6. Advancing Equality of Opportunity

We close gaps and promote opportunity through:

- Monitoring attainment and progress for all pupil groups
 - Providing targeted academic/pastoral intervention
 - Working alongside external agencies to support vulnerable pupils
 - Increasing access to leadership roles for underrepresented groups
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7. Fostering Good Relations

We strengthen relationships and mutual respect through:

- A diverse and representative curriculum
 - Cultural celebrations and themed learning (ie Black history month, Neurodiversity Week, etc)
 - Strong pupil voice structures
 - Restorative behaviour practice
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8. Equality Considerations in Decision-Making

When making decisions, leaders consider:

- Impact on protected groups
 - Accessibility and inclusion
 - Curriculum representation and staffing
 - Opportunities for improvement in equity
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9. Equality Objectives (2025–2029)

Objective 1 — Reduce Persistent Absence for Vulnerable Groups

Target: Reduce persistent absence to below 4% by July 2027

Focus: FSM, SEN, EAL pupils

Actions: Attendance meetings, early intervention, parental engagement, ARNA Toolkit training, Inclusion Charter, Embedded nurture principles

Objective 2 — Improve Progress for SEN Support & EHCP Pupils

Target: Ensure expected progress for SEN Support pupils; annual EHCP outcome progress

Actions: Adaptive teaching, specialist interventions, SEN CPD, Nurture Principles, target setting, strong partnerships with external agencies

Objective 3 — Strengthen Representation for EAL/BME Pupils

Target: Diverse curriculum representation; increased leadership involvement

Actions: Curriculum audit, EAL training, bilingual communication, cultural events

Objective 4 — Maintain Zero Exclusions

Target: Zero permanent exclusions; less than one suspension per year

Actions: Restorative practice, SEMH support, trauma-informed training

10. Monitoring and Review

- Annual publication of equality data
 - Annual review by Advisory Board
 - Full policy review every four years
 - Equality considerations built into strategic school leadership
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11. Links to Other Key Policies

- Accessibility Plan
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding & Child Protection Policy
- Curriculum Statements