

Beenham Primary School

Equality Policy

1. Policy statement

At Beenham Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, and all those who access our services. We aim to create an inclusive culture in which diversity is recognised as a strength and everyone feels valued, respected and able to participate fully in school life.

We do not discriminate on the basis of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, pregnancy or maternity, marriage or civil partnership, or socio-economic background.

2. Our ethos and aims

At Beenham Primary School, we believe that diversity enriches our school community and enhances learning for all. Through this policy we aim to:

- Promote equality, fairness and respect in all aspects of school life
 - Ensure that equality and diversity are embedded in the school's core priorities, policies and practices
 - Create an environment where everyone feels safe, included and confident to be themselves
 - Prepare pupils to live and thrive in a diverse society
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3. Raising standards and eliminating discrimination

We recognise that promoting equality and eliminating discrimination are essential to raising standards and improving outcomes for all pupils.

To achieve this, we will:

- Monitor pupil achievement and progress by race, gender and disability, using this information to identify trends, address barriers and support improvement
 - Challenge discrimination, prejudice, bullying and stereotypes whenever they arise
 - Promote positive attitudes and mutual respect between people of different backgrounds
 - Ensure inclusive teaching practices that meet the needs of all learners
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4. The legal framework

This policy supports the school's responsibilities under the **Equality Act 2010** and the **Public Sector Equality Duty (Section 149)**. In carrying out our functions, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - 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
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5. Scope of the policy

This Equality Policy applies to:

- Pupils
- Staff and governors
- Parents and carers
- Visitors and volunteers
- Community users of the school

All members of the school community are expected to uphold the principles of this policy.

6. Roles and responsibilities

Governing Board

The governing board is responsible for ensuring that the school complies with equality legislation and that this policy is implemented, monitored and reviewed.

Headteacher

The headteacher is responsible for:

- Leading and promoting equality and inclusion across the school
- Ensuring staff understand their responsibilities under this policy
- Monitoring the impact of equality practices on pupils and staff

Staff

All staff have a responsibility to:

- Uphold the principles of equality and inclusion in their work
- Challenge discriminatory behaviour and language
- Support pupils to feel safe, valued and included

Pupils

Pupils are encouraged to:

- Treat others with respect and kindness
- Value differences and challenge unfairness
- Contribute positively to an inclusive school environment

7. Monitoring and review

The effectiveness of this policy will be monitored through:

- Analysis of pupil achievement and progress data

- Behaviour and bullying records
- Staff and pupil feedback

This policy will be reviewed annually by the governing board.

8. Links with other policies

This policy should be read alongside the following school policies:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Intimate Care Policy
- Supporting Pupils with Medical Conditions Policy

Approved by: Full Governing Board

Date approved: Friday 13th March 2026

Review date: March 2027