



Equality Policy

2026-2027

Reviewed and approved by the Local Governing Body Committee on September 2026

Next Review Date September 2027

1. Introduction

At Alumwell Junior School, we are committed to providing an inclusive, welcoming and ambitious learning environment where every child is valued and supported to achieve their full potential.

We believe that diversity enriches our school community and that all pupils, staff, parents, carers and visitors should be treated with dignity, respect and fairness. We recognise our responsibility to promote equality, challenge discrimination and foster positive relationships within our school community.

This policy sets out how the school complies with its duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED). Our approach is underpinned by the principles of inclusion, fairness, respect and equal opportunity for all.

2. Aims

The school aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- 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.

Protected characteristics under the Equality Act 2010 are:

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

3. Legislation and Guidance

This policy meets the requirements of:

- Equality Act 2010;
 - Equality Act 2010 (Specific Duties) Regulations 2011;
 - Public Sector Equality Duty;
 - Department for Education guidance: *Equality Act 2010: Advice for Schools*;
 - Equality and Human Rights Commission guidance on the Public Sector Equality Duty.
-

4. Roles and Responsibilities

The Governing Body will:

- Ensure compliance with the Equality Act 2010;
- Approve this policy and review it every four years;
- Monitor the school's progress towards its equality objectives;
- Ensure equality information is published annually;
- Ensure equality objectives are reviewed and published at least every four years.

The Headteacher will:

- Promote equality and inclusion across the school;
- Monitor the impact of school policies on different groups;
- Report annually to governors on equality information and progress towards objectives;
- Ensure equality considerations inform strategic and operational decision-making.

All Staff will:

- Uphold the principles of this policy;
- Promote inclusion and positive relationships;
- Challenge discriminatory language, behaviour and attitudes;
- Consider equality implications when carrying out their duties.

5. Eliminating Discrimination

The school is committed to eliminating unlawful discrimination, harassment and victimisation.

We will:

- Ensure policies and procedures promote equality;
- Address incidents of discriminatory behaviour promptly and effectively;
- Provide staff training where appropriate;
- Monitor incidents relating to prejudice-based behaviour;
- Ensure all pupils have equal access to learning and wider opportunities.

6. Advancing Equality of Opportunity

The school aims to remove barriers to participation and achievement.

We will:

- Monitor attainment, attendance and exclusion data by pupil group;
- Identify and address gaps in outcomes for disadvantaged and vulnerable pupils;
- Promote participation in clubs, educational visits and enrichment activities;
- Ensure reasonable adjustments are made where required;
- Use evidence to plan targeted support and intervention.

7. Fostering Good Relations

The school seeks to promote understanding, respect and positive relationships between all members of the school community.

We will:

- Celebrate diversity through the curriculum;
- Promote British Values and mutual respect;
- Challenge stereotypes and prejudice;
- Provide opportunities for pupils to learn about different cultures, beliefs and backgrounds;

- Encourage positive relationships through assemblies, curriculum activities and wider school events.
-

8. Equality Considerations in Decision-Making

The school will give due regard to the Public Sector Equality Duty whenever significant decisions are made.

Equality implications will be considered when:

- Developing or reviewing policies;
 - Planning school improvement priorities;
 - Allocating resources;
 - Designing curriculum provision;
 - Organising educational visits and extracurricular activities;
 - Making significant operational changes.
-

9. Equality Objectives 2026-2030

The school has adopted the following equality objectives:

Objective 1

To reduce attainment gaps between disadvantaged pupils and their peers in reading, writing and mathematics through targeted intervention and quality-first teaching.

Objective 2

To improve attendance for vulnerable groups, including disadvantaged pupils, pupils with SEND and persistently absent pupils.

Objective 3

To increase participation of underrepresented groups in extracurricular activities, leadership opportunities and educational visits.

Objective 4

To further develop pupils' understanding of equality, diversity and inclusion through curriculum enrichment, assemblies and personal development opportunities.

Progress towards these objectives will be reviewed annually and reported to governors.

10. Equality Information

The school will publish equality information annually on its website. Information may include:

- Pupil attainment data;
 - Attendance information;
 - Exclusion and behaviour data;
 - Participation in wider opportunities;
 - Information relating to protected characteristics where appropriate and lawful to publish;
 - Progress towards equality objectives.
-

11. Monitoring Arrangements

The Headteacher will review equality information annually and report findings to the Governing Body.

This policy will be reviewed every four years, or sooner if there are significant changes in legislation or guidance.

The Governing Body is responsible for approving this policy.

12. Links with Other Policies

This policy should be read alongside:

- Accessibility Plan
- SEND Information Report
- Behaviour Policy
- Anti-Bullying Policy
- RSHE Policy
- Safeguarding and Child Protection Policy
- Complaints Policy
- Staff Code of Conduct