Equality Information and Objectives Policy 2026-2030

Designation	Name	Date	Signature
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Governor Committee Responsible: Personnel Committee
Status:
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Staff Lead:
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Equality Information and Objectives

As a whole school community (including Before and After School Clubs), we believe in equality of opportunity for all.

The Public Sector Equality Duty (PSED) was created by the Equality Act 2010 in order to harmonise the previous race, disability and gender equality duties and to extend protection to the new protected characteristics (age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation) listed in the Act. The Equality Duty replaced these duties and came into force in April 2011. In essence the Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

AIM

At Dinglewell Infant School we aim to produce a safe and secure environment where all can learn without anxiety and where there is mutual respect for other people and the environment. We are committed to promoting respect and equality across all protected characteristics (as above) in order to prepare pupils for life in a diverse 21st Century Britain. We tackle discrimination quickly and firmly and aim to make equality of opportunity a reality for our children.

We recognise and pay attention to the different groups of learners within our school:

- Males and females
- Minority ethnic and faith groups
- Learners with English as an additional language (EAL)
- Learners with special educational needs (SEND)
- Learners with a disability
- Gifted and Talented learners
- Pupils who are eligible for Free School Meals (FSM)
- Learners who are Looked After Children (LAC)
- Learners who are at risk of disaffection or exclusion
- Learners with different sexual orientations and gender identities (including LGBT).

OBJECTIVES

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that pupils and parents are fully involved in the provision made by the school.

GOOD PRACTICE

- We strive to achieve a cohesive community and have high expectations that children behave respectfully to one another, and that their parents feel fully engaged in the school.
- We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.
- We support 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. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.
- We consider it prudent and sensible to maintain the practice of logging discriminatory incidents and reporting them to the Local Authority when necessary. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. racist bullying. We also monitor and log bullying incidents.

STRATEGIES

- Teachers will ensure that the teaching and learning takes account of this policy.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum. Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- The diversity within our school and the wider community will be viewed positively by all.
- The positive achievements of all pupils will be celebrated and recognised.
- Contributions will be welcomed from parents and others to enrich teaching, learning and the curriculum.
- Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents and governors will be involved and consulted about the provision being offered by the school.

OUTCOMES

- This policy will play an important part in the educational development of individual pupils.
- It will ensure that all pupils are treated equally and as favourably as others.
- The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.
- We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

EQUALITY OBJECTIVES

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. (See Public Sector Equality Duty)

Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Dinglewell Infant School objectives for 2026-30 are:

Objective 1: To identify opportunities in the curriculum to learn about and explore other cultures/countries, study famous people from different ethnic groups, and abilities to celebrate diversity; including opportunities to celebrate worldwide events.

Objective 2: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.