



Equality Policy

Policy Reviewer: Caroline Bedford	Date of Review	March 2026
	Date of next Review	March 2028

1. Purpose

This policy sets out how Burton Borough School fulfils its statutory responsibilities under the Equality Act 2010, ensuring equality, inclusion and fairness for all members of our community. It explains the principles that guide our work and the ways in which we promote a culture where every student and member of staff feels valued, respected and able to participate fully in school life.

This policy replaces: Race Policy, Disability Equality Scheme, Gender Equality Scheme and Equal Opportunity Policy.

2. Mission Statement

Burton Borough School is committed to equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, disability, sex, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity, and for staff, age and marriage/civil partnership status. We use the Equality and Human Rights Commission (EHRC) definitions of protected characteristics.

We aim to foster a culture of belonging, characterised by inclusion, diversity and mutual respect, where all members of our community are proud of their identity and able to thrive. We celebrate diversity as a strength and ensure school life reflects this.

3. Embedding Equality in Practice

Equality and inclusion are central to daily practice and are reflected across the School Improvement Plan, Self-Evaluation Form (SEF), Accessibility Plan and operational procedures.

4. Teaching and Learning

- Monitor achievement for key groups including pupil premium, SEND and those with protected characteristics, taking timely action to address gaps.
- Use contextual data to strengthen support for individuals and groups.
- Ensure the curriculum reflects diversity and prepares pupils for life in modern Britain.
- Select resources that avoid stereotyping and present a range of perspectives.
- Promote values that challenge discriminatory behaviour, prejudice and extremism.
- Celebrate cultural diversity and British values across the curriculum and wider school life.
- Encourage parental involvement in learning.
- Facilitate open discussion about equality, identity, stereotypes and social expectations.
- Involve the wider community in cultural and equality education.

5. Admissions and Exclusions

Admissions, operated by Telford & Wrekin Council, are fair, transparent and compliant with the Equality Act 2010.

Exclusions follow the Behaviour Policy. Data is analysed to identify disparities and ensure consistent, nondiscriminatory practice.

6. Equal Opportunities for Staff

- Eliminate discrimination, harassment and victimisation across employment practice.
- Ensure fairness and transparency in recruitment, retention, CPD and promotion.
- Monitor staffing data and address patterns of concern promptly.

7. Equality and the Law

We will not unlawfully discriminate against students, staff, job applicants or parents/carers. We recognise and will act to prevent and address:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability (including reasonable adjustments)
- Harassment (including online)
- Victimisation

8. Accessibility

- Increase curriculum access for disabled students.
- Improve the physical environment to enhance access.
- Improve the availability of accessible information.

Accessibility objectives are reviewed every two years and are published within the Accessibility Plan.

9. Roles and Responsibilities

Governing Body

- Ensure compliance with the Equality Act 2010 and related guidance.
- Monitor implementation of this policy and associated objectives.
- Promote fair recruitment and employment practices and ensure reasonable adjustments.

Principal

- Implement and champion the Equality Policy.
- Ensure staff understand their responsibilities and have access to training (including safeguarding and Prevent).
- Ensure robust reporting systems (e.g. Bromcom/CPOMS) and appropriate follow-up.
- Promote equality through curriculum and wider school life; respond to incidents with due seriousness.

All Staff

- Model inclusive behaviour and treat all pupils and colleagues fairly and with respect.
- Use materials that reflect positive, diverse representation.
- Challenge discriminatory language or behaviour and record incidents promptly.
- Support pupils with protected characteristics, including LGBTQ+ pupils and those with religious dress requirements.

- Attend required training and keep knowledge current (e.g. Keeping Children Safe in Education – latest edition).

10. Monitoring and Review

We monitor the impact of this policy through analysis of achievement, attendance, behaviour and exclusion data, prejudice-based incident reports and progress against accessibility targets. The Governing Body receives at least annual updates. The policy is formally reviewed every two years.

Annex A – Protected Characteristics

Definitions (as per EHRC) include: disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation. For staff only: age; marriage and civil partnership.

Related Policies and Documents

- Safeguarding and Child Protection Policy (KCSIE – latest edition)
- Behaviour Policy and Anti-Bullying Policy
- SEND Information Report and Policy
- Accessibility Plan
- Curriculum Policy and RSHE Policy
- Complaints Policy
- Uniform Policy