Harehills Primary School



Single Equality Scheme

Approved by:	Board of Governors	**Policy Date:** July 2026	
Last reviewed on:	July 2026	**Next review due by:**	July 2027
Staff Responsible:	Judy Wood		

Policy Statement

Harehills Primary School is committed to ensuring equality of provision and opportunity for all pupils, staff, parents and carers, irrespective of race, disability, sex, age, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or marital status.

This Single Equality Scheme (SES) demonstrates our fulfilment of the Public Sector Equality Duty (PSED), our commitment to promoting inclusive practice, and our responsibilities under the **Equality Act 2010** and **Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017**.

DfE Guidance:
Statutory duties require schools to:

- Publish Equalities Information annually
- Set and publish Equality Objectives at least every four years
- Maintain and review an Accessibility Plan (DfE, Equality Act 2010: Advice for Schools, 2014)

2. Legal Duties and Objectives

Equality Act 2010 – General Duty

As a public body, the school must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between all people

Specific Duties (Regulations 2017)

We comply by:

- Publishing relevant equalities information on our website
- Establishing measurable equality objectives (updated every four years)
- Implementing an Accessibility Plan, reviewed every three years

Reference:

- DfE: 'The Equality Act 2010 and schools' (2014)
- Ofsted School Inspection Handbook (2023), particularly under 'Personal Development' and 'Leadership and Management' expectations

3. Guiding Principles

Our approach to equality is guided by these key principles:

- **Inherent equality** of all individuals
- Respect for **diversity** and difference
- Valuing **positive relationships** and promoting cohesion
- Fairness in **recruitment, retention and development** of staff
- Identifying and addressing **barriers and inequalities**
- **Consulting widely** with all stakeholders
- Ensuring our **community benefits** from our inclusive practices

These principles inform our curriculum, policies, and daily interactions, embedding equality in academic and pastoral policies, and driving school improvement efforts.

4. Curriculum and Ethos

Curriculum Intent and Design

We embed equality and diversity across the curriculum to reflect our pupils' identities and the wider world. We ensure:

- Diverse representation in texts and resources
- Teaching strategies that remove barriers to progress
- Delivery of inclusive PSHE based on the **DfE's Relationships Education and Health Education Guidance (2019)**

Staff and Governance

We provide staff and governors with ongoing training linked to equality, diversity and inclusion (EDI). Recruitment practices are reviewed to prevent discrimination and ensure fair access.

Whole School Ethos

Our ethos promotes:

- Equal opportunities for all pupils to succeed
- Respectful and positive relationships
- No tolerance for prejudice-related behaviour

5. Roles and Responsibilities

- **Governing Board:** Ensure compliance and monitor policy effectiveness
- **Headteacher:** Implement policy and promote inclusive practice
- **Designated Equality Lead:** Oversee daily implementation
- **All Staff:** Promote inclusivity, challenge prejudice, and understand statutory duties

- **Pupils:** Engage in equality-led pupil voice activities

Ofsted note: School leaders are expected to "create a culture in which staff and pupils feel safe to raise concerns and understand how complaints are handled fairly" (Ofsted EIF 2023, para 282)

6. Addressing Prejudice and Bullying

We uphold a zero-tolerance approach to prejudice and discriminatory practice.
Incidents related to protected characteristics are:

- Logged in line with local authority expectations
- Monitored for patterns and reported to governors
- Handled in accordance with our Behaviour and Anti-bullying Policy

We align with guidance from **Keeping Children Safe in Education (DfE, 2023)** on discriminatory abuse and safeguarding implications.

7. Monitoring and Evaluating Impact

We monitor equality via:

- Analysis of pupil achievement data by group
- Staff recruitment and wellbeing metrics
- Behavioural incident logs
- Stakeholder feedback
- Accessibility audits

Equality objectives are evidence-informed and reviewed periodically. They are published online in line with regulatory expectations (DfE Equality Act Advice, 2014).

Example objectives may include:

1. Narrowing gaps in attainment among key ethnic groups
2. Increasing representation of diverse role models through the curriculum
3. Improving accessibility to the school environment for SEND pupils

8. Accessibility and Disability

As required by the **Equality Act 2010 (Schedule 10)**:

- Our Accessibility Plan ensures continued improvements to access for disabled pupils
- Adjustments and reasonable accommodations are made for staff and children with disabilities

Examples include: accessible toilets in all buildings, a lift in the annexe, redefined staff roles, and adapted timetables when managing return-to-work transitions.

9. Policy Communication and Review

This policy is:

- Published on our website and available in hard copy upon request
- Shared with staff via the staff handbook and governor induction
- Reviewed annually and fully updated every two years (next review: Summer 2026)

Policy leads: Headteacher (Judy Wood) and Equality Governor (Nick Long)
Implementing body: Harehills Primary Governing Board

Referenced Guidance:

- DfE (2014). Equality Act 2010: Advice for Schools
- Ofsted (2023). School Inspection Handbook
- DfE (2023). Keeping Children Safe in Education
- DfE (2019). Relationships Education, Relationships and Sex Education and Health Education
- Equality and Human Rights Commission (EHRC), Technical Guidance for Schools in England

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This policy ensures that Harehills Primary School meets its statutory duties under equalities legislation, demonstrates implementation to Ofsted, and aligns with best practice across key school functions.

Reviewed: **July 2026**

Next Review: **July 2027**