

Harper Bell Adventist School



Equality Information & Objectives Policy

Issue Date:

Version: V1

Review Date:

16/03/29 or when new legislation requires changes.

This policy will also be reviewed annually or when new legislation requires changes, whichever is the soonest. This policy is approved by *The Governing Body*.

Date approved:

Headteacher/Principal.....Susan Sidhu

Chair of Governors Richard Beamish

Date approved: 16/03/26

Date approved: 16/03/26

1. Policy Statement

Harper Bell Seventh-day Adventist Primary School is committed to providing an inclusive, respectful and supportive environment where every member of the school community is valued and treated with dignity.

The school recognises its responsibilities under the Equality Act 2010, which protects individuals from discrimination and promotes equality of opportunity.

We aim to ensure that all pupils, staff, parents and members of the community are able to participate fully in school life regardless of their background or personal characteristics.

The school will actively work to eliminate discrimination, advance equality of opportunity and foster good relations between different groups.

This commitment reflects both our statutory duties and our Christian ethos which promotes respect, compassion and the belief that every individual is valued.

2. Legal Framework

This policy operates in accordance with:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Human Rights Act 1998
- Special Educational Needs and Disability Code of Practice
- Keeping Children Safe in Education
- DfE guidance on equality and inclusion in schools

Under the Equality Act 2010, the school must have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not

Protected characteristics are:

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

3. Aims of the Policy

The school aims to:

- Promote equality, inclusion and respect across the whole school community
- Ensure that no individual experiences discrimination, harassment or victimisation
- Provide equal access to high quality teaching and learning
- Ensure all pupils have the opportunity to achieve their full potential
- Foster positive relationships and mutual respect within the school community
- Address barriers to participation and achievement

4. Promoting Equality Through Teaching and Learning

The school will ensure equality is embedded within teaching and learning by:

- Delivering a curriculum that reflects diversity and promotes understanding
- Ensuring high expectations for all pupils
- Monitoring progress of different pupil groups
- Providing appropriate support and reasonable adjustments where required
- Challenging stereotypes, discrimination and prejudice
- Promoting respect, tolerance and understanding
- Creating a learning environment where all pupils feel safe, valued and included

Staff will actively promote equality through their teaching, classroom management and interactions with pupils.

5. Tackling Discrimination, Bullying and Harassment

The school has a zero tolerance approach to discrimination and harassment.

All incidents related to:

- racism
- sexism
- homophobia
- disability discrimination
- prejudice-based bullying

will be recorded, investigated and addressed in line with the school's behaviour and safeguarding policies.

The school will ensure that:

- incidents are logged and monitored
- appropriate support is provided to victims
- educational responses are implemented where appropriate
- patterns of behaviour are analysed and addressed

6. Equality in Recruitment and Employment

Harper Bell Adventist Primary School is an equal opportunities employer.

The school will ensure that recruitment, employment and promotion decisions are made fairly and in accordance with employment law.

The school will:

- welcome applications from appropriately qualified individuals from all backgrounds
- ensure recruitment procedures are fair and transparent
- provide equal access to professional development and training
- ensure staff are treated with respect and dignity

All employment decisions will be based on merit, qualifications and professional suitability.

7. Reasonable Adjustments and Accessibility

The school recognises its duty to make reasonable adjustments for individuals with disabilities.

This includes ensuring that:

- pupils with disabilities can access learning and school activities
- staff with disabilities receive appropriate workplace adjustments
- the school environment is accessible where reasonably practicable

These duties are supported through the school's Accessibility Plan.

8. Roles and Responsibilities

Governing Body

The Governing Body will:

- ensure the school complies with equality legislation
- approve and review this policy
- monitor the implementation and impact of the policy
- receive reports on equality objectives and progress

Headteacher

The Headteacher will:

- lead the implementation of this policy
- ensure equality considerations inform decision-making

- ensure staff understand their responsibilities
- monitor incidents relating to discrimination or harassment
- report to governors on equality outcomes

Staff

All staff will:

- uphold the principles of equality and inclusion
- treat all pupils and colleagues with respect
- challenge discriminatory behaviour
- implement inclusive teaching practices
- report equality concerns or incidents

Pupils

Pupils are expected to:

- treat others with respect
- celebrate diversity
- report discrimination or bullying
- contribute to a positive school environment

9. Monitoring and Review

The school will monitor the impact of this policy by analysing:

- pupil progress and attainment data
- attendance and exclusion data
- behaviour incidents
- safeguarding concerns
- feedback from pupils, staff and parents

Equality considerations will be embedded within the School Improvement Plan.

The policy will be reviewed annually or sooner if required by legislative changes.

10. Equality Objectives (2024–2028)

In accordance with the Equality Act 2010, schools must publish measurable equality objectives.

Harper Bell's current objectives are:

1. Improve the progress and attainment of newly arrived pupils.
2. Promote mental health and wellbeing among pupils with protected characteristics.
3. Reduce the attendance gap for pupils with protected characteristics by strengthening relationships with parents and addressing barriers to attendance.

4. Increase the extent to which pupils feel valued, confident and included in school life.
5. Narrow attainment gaps between vulnerable groups and other pupils across all subjects.
6. Ensure staff and governors are fully aware of equality legislation and their responsibilities.

Progress towards these objectives will be reviewed annually and reported to the governing body