



Lyminster Primary School

Equality Policy and Objectives
February 2025 – February 2029

Approved by:	Rachel Yarrow
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Last reviewed on:	February 2025
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Next review due by:	February 2029
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Last Reviewed by WSCC	
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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Cheryl Williams. They will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality, Rachel Yarrow, will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every termly to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

To ensure that equality of opportunity permeates the whole curriculum and ethos of the school through the adoption and promotion of egalitarian values

Ensure that everything the School does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. Staff will use examples in their teaching to demonstrate the benefits of a mixed society and the contributions made to our history by individuals of all genders, races, age groups etc. Assemblies are used to promote diversity and equality; valuing individuals and their contributions. We understand that equality goes beyond treating all equally, but means providing for all pupils according to

their needs. We are a Rights Respecting. We promote the Articles of the UN Convention on the Rights of the Child through our weekly News Briefing, sent to all staff, parents and carers.

To promote positive self-images for all

In delivering the curriculum, we will provide resources which promote a positive self-image in all children and to respect their individuality. We will ensure we promote non-stereotypical images in order to overcome preconceived ideas of gender, ethnic origin, culture, religion or status. We will actively promote participation in extra-curricular clubs and activities, in particular where there is evidence of disproportionate representation.

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

We will offer a wide variety of opportunities to enrich and broaden children's experience of alternative cultures, religions and ways of life. We will reduce prejudice and increase understanding of equality through direct teaching across the curriculum. We will continue to maintain our good record of low levels of homophobic and racist incidents, by treating all incidents seriously and following such incidents up with targeted interventions. We will ensure that accurate records are kept and reporting procedures rigorously followed.

To remove inequalities in attainment throughout the school

We will narrow the gap between boys and girls in all subjects across the school by the end of KS2 through targeting specific funding to meet the needs of those children under-achieving. We will narrow the gap in performance of all disadvantaged pupils through effective targeting of resources, including Pupil Premium funding, and by increasing participation by disadvantaged pupils in after school activities.

To ensure that the organisation of the school is sensitive to the needs of all

We will anticipate the needs of all incoming pupils from potentially new groups, such as traveller children and to be responsive to changing needs.

To acknowledge the richness and diversity of British society, embrace British values and to help prepare children for their part in that society

To explore what benefits a diverse society can deliver. To teach and explore the meaning of the four British Values of; democracy, the rule of law, individual liberty and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.

To promote and develop a positive attitude to equal opportunity by all staff, parents, helpers, governors, children and those who participate in the school.

We will ensure all staff, governors, pupils and parents are aware of the school's policy, by publicising the policy at staff meetings and signposting it on our website. We will ensure that we all work to an agreed code of conduct which can be modified, monitored and evaluated in accordance with current best practice in the area of equal opportunities. We will plan ahead and aim to identify potential barriers to equality. The Governors will monitor the effects of the policy and consider the impacts of any changes on all members of the community.

9. Monitoring arrangements

The governing board will update the equality information we publish at least every year.

This document will be reviewed by the governing board at least every 4 years.

This document will be approved by the governing board.