



Equality Policy

Policy Ratified: Spring 2025

To be reviewed: Spring 2029

Purpose

At Strathmore Infant and Nursery School we are dedicated to fostering a welcoming, inclusive, and safe environment where every pupil, staff member, and visitor is treated with respect and dignity. This policy reflects our commitment to promoting equality, celebrating diversity, and ensuring that discrimination has no place in our school community.

Scope

This policy applies to all pupils, staff, governors, parents, carers, and visitors to the school. It guides our practices in teaching, learning, recruitment, and daily interactions within the school.

Principles

We are committed to:

- Ensuring equal opportunities for all members of our community, regardless of race, ethnicity, religion, gender, disability, sexual orientation, age, or socioeconomic background.
- Celebrating the diversity of our school and preparing pupils for a world of tolerance and understanding.
- Addressing and preventing all forms of discrimination, bullying, and harassment.
- Promoting fairness and equity in all decisions, policies, and practices.

Our vision

We want Strathmore to be a place where all staff and children feel like they belong, are included, and can grow intellectually and emotionally in a supportive and stimulating environment. We want equal opportunities for all learners and we want to enhance children's cultural capital through our curriculum. We are committed to being an anti-racist school.

Responsibilities

- **Leadership Team and Governors:** Lead by example in promoting equality and ensure compliance with this policy and relevant legislation.
- **Staff Members:** Create an inclusive classroom environment, challenge discriminatory behaviour, and support pupils' understanding of equality and diversity.
- **Pupils:** Be respectful, considerate, and supportive of one another, celebrating differences and standing against prejudice.

Legislation

The key legislation linked to this policy is the **Equality Act 2010**. This Act consolidates and strengthens previous anti-discrimination laws, providing a comprehensive framework to protect individuals from unfair treatment and promote equality in various settings, including workplaces, schools, and public services².

The Act identifies **protected characteristics**, such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. It also outlines the **Public Sector Equality Duty (PSED)**, which requires public bodies, including schools, to:

- Eliminate discrimination, harassment, and victimization.
- Advance equality of opportunity.
- Foster good relations between people from different backgrounds

Implementation

- **Curriculum:** Deliver lessons, assemblies, and activities that promote understanding, respect, and inclusion.
- **Policies and Practices:** Regularly review school policies to ensure they reflect and uphold equality principles.
- **Training:** Provide staff with training on equality, diversity, and anti-discrimination practices.
- **Reporting and Addressing Issues:** Implement clear procedures for reporting and addressing any incidents of discrimination or bullying.
- **Develop and deliver on our [Equality Action Plan](#)**

Monitoring and Review

The Equality Policy will be reviewed every 4 years by the leadership team and governors to ensure its effectiveness and relevance. Feedback from staff, pupils, and parents will inform improvements and updates.