

Thames View Junior School

Mr James Smith – Executive Headteacher
Mrs Sandy Sanghera – Head of School
Miss Chloe Woodington – Deputy Headteacher
Mr James Hall – AHT & Inclusion Lead



Equality Plan

September 2026

Updated by J. Hall



Office@Thamesviewjunior.com
02045119240
www.ThamesViewJunior.com

Equality Information and Objectives Policy

Contents

1. Purpose
2. Aims
3. Equality Statement
4. Protected Characteristics
5. Legislation and Guidance
6. Roles and Responsibilities
7. Eliminating Discrimination
8. Advancing Equality of Opportunity
9. Fostering Good Relations
10. Equality within the Curriculum
11. Admissions and Inclusion
12. Equality in Employment
13. Accessibility
14. Reporting Concerns
15. Equality Considerations in Decision-Making
16. Equality Objectives
17. Monitoring and Review
18. Related Policies
19. Policy Information and Review Schedule

1. Purpose

Thames View Junior School is committed to ensuring equality of opportunity, fairness and inclusion for every member of our school community.

We believe that every child has the right to achieve their full potential within a safe, respectful and inclusive environment where diversity is valued and celebrated. We are committed to eliminating discrimination, advancing equality of opportunity and fostering positive relationships between all members of our school community.

The school acknowledges and adheres to its statutory duties under the Equality Act 2010 and is committed to promoting equality for pupils, staff, parents, governors, volunteers and visitors.

2. Aims

This policy aims to ensure that Thames View Junior School:

- Eliminates unlawful discrimination, harassment and victimisation.
- Promotes equality of opportunity for all members of the school community.
- Fosters positive relationships between people from different backgrounds.
- Ensures that all pupils can participate fully in school life.
- Provides an inclusive learning environment where diversity is recognised and celebrated.
- Meets the requirements of the Public Sector Equality Duty.

3. Equality Statement

In fulfilling its duties under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty), Thames View Junior School has due regard to the need to:

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

The school values and recognises the diversity within its workforce and wider community. We believe that diversity strengthens our school and enriches the educational experience of every pupil.

We are committed to providing:

- An inclusive learning environment for all pupils.
- Equal opportunities for all employees.
- Fair treatment of parents, carers, visitors and governors.
- A culture where everyone feels respected, valued and able to contribute.

Responsibility for implementing this policy rests with the Governing Board, the Headteacher and all members of staff.

4. Protected Characteristics

Under the Equality Act 2010, the school recognises the following protected characteristics:

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

The school is committed to ensuring that no individual receives less favourable treatment because of a protected characteristic.

5. Legislation and Guidance

This policy is based upon:

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Department for Education guidance: *The Equality Act 2010 and Schools*

It also reflects the school's duties under the Public Sector Equality Duty.

6. Roles and Responsibilities

The Governing Board will:

- Ensure compliance with equality legislation.
- Publish equality information and objectives.
- Review equality objectives annually.
- Monitor the effectiveness of this policy.

The Headteacher will:

- Promote understanding of equality throughout the school.
- Ensure this policy is implemented consistently.
- Monitor progress against equality objectives.
- Report to Governors annually.

Senior Leaders will:

- Promote inclusive practice.
- Monitor outcomes for different pupil groups.
- Ensure staff receive appropriate training.

All Staff will:

- Uphold the principles of this policy.
- Treat everyone fairly and with respect.
- Challenge discriminatory language and behaviour.
- Promote equality through everyday practice.
- Make reasonable adjustments where appropriate.

7. Eliminating Discrimination

The school is committed to preventing discrimination by:

- Embedding equality within all school policies.
- Providing regular Equality Act training for staff.
- Including equality awareness within staff induction.
- Challenging discriminatory language and behaviour.
- Investigating all incidents promptly and fairly.

Discrimination, harassment, bullying and victimisation will not be tolerated.

8. Advancing Equality of Opportunity

The school aims to:

- Remove barriers to learning.
- Minimise disadvantages experienced by pupils with protected characteristics.
- Meet individual needs through reasonable adjustments.
- Ensure equal access to learning, enrichment activities and educational visits.
- Encourage every pupil to participate fully in school life.

To achieve this, the school will:

- Monitor pupil attainment and progress.
- Analyse attendance and behaviour data.
- Monitor participation in wider school activities.
- Use data to identify and reduce inequalities.
- Implement targeted interventions where required.

9. Fostering Good Relations

Thames View Junior School promotes mutual respect by:

- Teaching about diversity through the curriculum.
 - Celebrating different cultures, faiths and traditions.
 - Delivering assemblies focused on equality and inclusion.
 - Inviting visitors from a range of backgrounds.
 - Working alongside parents and community organisations.
 - Encouraging pupil voice.
-

- Challenging prejudice wherever it occurs.

We believe that developing understanding and empathy prepares pupils to become respectful and responsible citizens.

10. Equality within the Curriculum

The curriculum plays a vital role in promoting equality.

Teachers will:

- Use inclusive teaching approaches.
- Provide resources representing diverse communities.
- Challenge stereotypes.
- Promote respect for protected characteristics.
- Ensure all pupils can access learning through appropriate differentiation and reasonable adjustments.

Through PSHE, RSHE and assemblies, pupils will learn about:

- Respect
- Diversity
- Inclusion
- British Values
- Equality
- Human rights

11. Admissions and Inclusion

Admissions are managed in accordance with the Local Authority Admissions Policy.

The school welcomes pupils from all backgrounds and will not discriminate during admissions or whilst providing education.

Reasonable adjustments will be made to enable disabled pupils to access education alongside their peers wherever practicable.

12. Equality in Employment

The Governing Board is committed to providing equality of opportunity for all employees and applicants.

Employment decisions will always be based upon merit, qualifications and suitability.

The school will:

- Recruit fairly.
- Promote equal access to training.
- Support career development.
- Make reasonable adjustments for disabled employees.
- Promote a respectful working environment free from discrimination.

13. Accessibility

The school recognises its responsibilities under the Equality Act 2010 to improve accessibility for disabled pupils, staff, parents and visitors.

The Accessibility Plan outlines how the school will:

- Improve access to the curriculum.
- Improve the physical environment.
- Improve access to written information.

The Accessibility Plan is reviewed regularly and published separately.

14. Reporting Concerns

Any incidents of discrimination, harassment, bullying or victimisation will be treated seriously.

Pupils should report concerns to a trusted member of staff.

Staff should report concerns to the Headteacher or, where appropriate, the Chair of Governors.

All concerns will be investigated promptly and managed in accordance with the school's:

- Behaviour Policy
- Anti-Bullying Policy
- Complaints Policy
- Staff Code of Conduct
- Whistleblowing Policy (where appropriate)

Appropriate action will be taken where discrimination has occurred.

15. Equality Considerations in Decision-Making

Equality considerations form part of all significant decisions made by the school.

When planning policies, activities and changes, the school will consider:

- Accessibility for disabled pupils and adults.
- Religious observance where reasonably practicable.
- Equal opportunities for participation.
- Inclusion within educational visits.
- Reasonable adjustments for pupils with additional needs.

16. Equality Objectives (2026–2030)

Thames View Junior School has identified the following equality objectives:

Objective 1

Continue to reduce attainment gaps between different groups of pupils through high-quality teaching, targeted interventions and robust monitoring.

Objective 2

Promote understanding of diversity, equality and inclusion through the curriculum, assemblies and wider enrichment opportunities.

Objective 3

Ensure that pupils with SEND and disabilities can participate fully in all aspects of school life.

Objective 4

Continue to develop staff understanding of equality, diversity and inclusion through regular professional development.

These objectives will be reviewed annually and formally updated every four years.

17. Monitoring and Review

The effectiveness of this policy will be monitored through:

- Pupil attainment and progress data.
- Attendance data.
- Behaviour and exclusion data.
- Records of bullying and prejudice-related incidents.
- Outcomes for pupils with SEND and disadvantaged pupils.
- Pupil voice.
- Parent and staff feedback.
- Governor monitoring.

Where inequalities are identified, appropriate actions will be planned, implemented and reviewed.

This policy will be reviewed annually by the Senior Leadership Team and approved by the Governing Board.

18. Related Policies

This policy should be read alongside:

- Accessibility Plan
 - SEND Policy
 - Behaviour Policy
 - Anti-Bullying Policy
 - Safeguarding and Child Protection Policy
 - Complaints Policy
 - Attendance Policy
 - Supporting Pupils with Medical Conditions Policy
 - Staff Code of Conduct
-