



The Acorns School

EQUALITY AND DIVERSITY POLICY 2025-2026

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, such as inclusion, respect and fairness.

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.

3. Roles and Responsibilities

The Management Committee 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 daily to the Headteacher.

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

4. Eliminating Discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with nondiscrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and Committee members are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

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 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).

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, citizenship and personal, social, health and economic (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 sessions dealing with relevant issues. Pupils will be encouraged to take a lead in such sessions and we will also invite external speakers to contribute.

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:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

8. Equality Objectives

Objective 1 Undertake an analysis of recruitment data and trends regarding race, disability and any gender pay gap by July, and report this to the staffing and pay sub-committee of the governing board. Why we have chosen this objective: To achieve this objective we plan to: Analyse the recruitment and retention data held for the past three years. Progress we are making towards this objective: Analysis is under way. Objective 2 Have in place a reasonable adjustment agreement for all staff with disabilities by July, to meet their needs better and make sure that any disadvantages they experience are addressed. Why we have chosen this objective: A significant minority of staff have additional needs; arrangements are in place but there is some inconsistency in how these are written, shared and implemented. To achieve this objective, we plan to: Review the adjustment agreements in place and agree a policy on how these should be implemented and shared. Progress we are making towards this objective: Adjustment agreements are more aligned to the risk assessments in place.

9. Monitoring Arrangements

The Management Committee will monitor the equality of information we give them on a yearly basis. This document will be reviewed and approved by the Management Committee at least every four years.

10. Links with other policies

This document links to the following policies:

Accessibility plan

SEN policy

Behaviour policy

CEIAG policy

Reviewed September 2024, February 2026.

Fiona Melling Designated Safeguarding Lead.

Joanne Hodson Headteacher