

Summary

At The Grange CP School, we believe everyone should be treated fairly, kindly, and with respect. This means that children, staff, parents, and visitors are all valued equally, whatever their background. We are proud of our differences, and we celebrate them as part of our school community.

1. Introduction

Public bodies such as schools have a duty, under the Equality Act 2010, to promote equality and eliminate discrimination. At The Grange CP School, we see this not just as a legal duty but as a moral one. Treating people with dignity, compassion, and fairness is fundamental to our ethos and underpins everything we do.

2. Legal Framework

The Equality Act 2010 requires schools to have 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 different groups.

There are nine protected characteristics under the Act. We will not discriminate against, harass, or victimise any member of the school community on the grounds of:

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

3. Our Commitment

We are committed to:

- Promoting pupils' spiritual, moral, social and cultural development.
- Fostering respect, tolerance, and understanding across all groups.
- Actively challenging prejudice and discrimination.
- Supporting children and staff to value equality and diversity both within school and in the wider world.

4. Equality Objectives (2024–2027)

Our equality objectives are based on human rights and human dignity. Over the next three years, we aim to:

1. Close attainment gaps by reducing the difference in progress and achievement between pupils with protected characteristics and the wider school population.
2. Increase representation of diverse cultures, experiences, and role models across the curriculum and school displays.
3. Strengthen pupil voice by involving the School Council in monitoring equality and inclusion.
4. Improve staff awareness of equality and unconscious bias through annual professional development.
5. Engage with the wider community by celebrating key cultural and faith events and working with local groups to promote inclusion.

Progress towards these objectives will be reviewed annually and reported to governors.

5. Roles and Responsibilities

- Governing Body: Ensures compliance with the Equality Act, monitors objectives, and holds the school to account.
- Senior Leadership Team: Leads on equality policy and practice, reviews pupil outcomes, and supports staff.
- All Staff: Model inclusive behaviour, promote equality in daily practice, and challenge discrimination.
- Pupils: Show respect and tolerance, contribute to school culture, and support their peers.

6. Principles into Practice

We put our values into action by:

- Reviewing all policies with equality in mind.
- Monitoring pupil progress and addressing any gaps in attainment.
- Making adaptations to ensure all children can access the curriculum.
- Teaching British values of respect and tolerance across the curriculum.
- Addressing incidents of intolerance through education and restorative approaches.
- Promoting a culture where children, staff, and parents feel confident raising concerns.
- Recognising and celebrating world festivals and dates important to protected characteristic groups.

7. Monitoring and Review

This statement will be reviewed annually by governors and updated as required. Progress against our equality objectives will be published on the school website each year.