



Stoke Prior First School

Equality Policy

OVERVIEW

The Equality Act 2010 and subsequent guidance place a duty on schools to eliminate discrimination, advance equality of opportunity, and foster good relations across all protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. This policy aligns with the Public Sector Equality Duty (PSED) and integrates Stoke Prior First School's values of Respect, Responsibility, Reflection, and Teamwork. It ensures inclusion and accessibility in all aspects of school life, promoting a culture where diversity is celebrated and every pupil can thrive.

OBJECTIVES

1. To ensure all learners have equal access to a rich, broad, balanced and relevant curriculum, with reasonable adjustments for pupils with SEND.
2. To advance equality of opportunity by embedding inclusive teaching, learning and curriculum practices that reflect diversity and promote community cohesion.
3. To eliminate discrimination, harassment and victimisation, and actively challenge prejudice-based bullying including racist, homophobic, biphobic, transphobic and ableist behaviour.
4. To publish equality information annually and set measurable equality objectives every four years, as required by law.
5. To ensure accessibility planning addresses curriculum, physical environment and information for pupils with disabilities.
6. To engage pupils, parents and the wider community in promoting equality and inclusion, fostering good relations and mutual respect.

STRATEGIES

1. The Senior Leadership Team will monitor, evaluate and review equality practices annually, ensuring compliance with the Equality Act and PSED (Public Sector Equality Duty).
2. Staff will receive regular training on equality, diversity and inclusion, including reasonable adjustments.
3. Curriculum planning will incorporate diverse resources and perspectives to reflect different cultures, abilities and identities.
4. Accessibility plans will be maintained and reviewed to improve access for pupils with disabilities in curriculum, environment and communication.

5. School will promote pupil voice through School Council and PSHE to embed equality principles in everyday practice.
6. Data on attainment, behaviour and participation will be analysed to identify and address any inequalities.

OUTCOMES

This policy ensures that all pupils are treated fairly and equitably, with reasonable adjustments made to meet individual needs. It supports Stoke Prior First School's ethos of respect and inclusion, enabling every child to achieve their potential in a safe and supportive environment. The school will review equality objectives and accessibility plans regularly and report progress to governors and stakeholders.

PERSON(S) RESPONSIBLE:	A.Paisley
DATE POLICY AGREED:	Jan 2026
TO BE REVIEWED BY:	Jan 2029
DISTRIBUTION:	Staff / Governors / Website (delete as required)