



# Carlton VC Church of England Primary School

## *Equality Policy 2025-26*

'I am the vine, you are the branches; those that abide in me and I in them will bear much fruit' (John 15:5)

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Staff  
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# CARLTON C OF E PRIMARY SCHOOL

## Equality Policy

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### Introduction

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation directly or indirectly, on the grounds of any of the protected characteristics of gender, race, disability, religion or belief, gender reassignment, sexual orientation, pregnancy or maternity. The policy has been developed in consultation with staff, governors, pupils and parents. It reflects and is in accordance with The Equality Act 2010.

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## 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 Carlton C of E Primary School Vision statement states, 'Every child matters and every voice is heard. All children are challenged to achieve their full potential in a safe and caring Christian environment, enabling them to move on as well rounded, confident individuals, prepared to face the future.'

## 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 governing board 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 on a daily basis to the headteacher.

The equality link governor is Hilary Tuohy. She will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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

The designated member of staff for equality, Mrs A Frost, will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors 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.

New staff receive information on the Equality Act as part of their induction. The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

#### **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 particular 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)

In fulfilling this aspect of the duty, the school will:

- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information

## 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 assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### Objective 1

**Undertake an analysis of recruitment data in regards to race, disability and any gender pay gap by July and will report on this to the Full Governing Board annually.**

Why we have chosen this objective: At Carlton Church of England Primary we take Equality very seriously and aim to make sure that when recruiting Equality is considered and acted upon.

To achieve this objective we plan to: Make sure that appointment is on merit and that equality is part of the selection process.

Progress we are making towards this objective: All staff have been appointed on merit. All applications are read thoroughly by the Office Manager and Headteacher.

### 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.**

Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and make sure that any disadvantages Why we have chosen this objective: At Carlton Church of England primary we take reasonable adjustment very seriously we believe that all staff should, if required, have reasonable adjustment made help them achieve their work commitment.

To achieve this objective we plan to: This has been addressed in the staff induction handbook.

Progress we are making towards this objective: At Carlton Church of England Primary we make sure that staff are aware that they are able to request any reasonable adjustment.

### **Objective 3**

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To ensure that everyone involved in recruitment has a better understanding on ensuring equality for all and that there is no discrimination in the recruitment process.

To achieve this objective we plan to: Make sure all staff members involved in recruitment attend training in this area.

Progress we are making towards this objective: Headteacher has attended an updated Safer Recruitment Course and further training has been booked in this area for other staff involved in recruitment.

### **Objective 4**

To eliminate unlawful discrimination, harassment and victimisation under the Equality Act. In order to do this, we will raise awareness of the protected characteristics, emphasising the importance of equality of opportunity and good relations between those who share a relevant protected characteristic and those who do not, especially where there may be conflicting interests or beliefs. We will emphasise the harms of discrimination based on these characteristics.

Why we have chosen this objective: We understand that most children entering primary school will not have a concept of many of the protected characteristics or areas of historical discrimination. We see it as our role to help shape them into well rounded children with respect for others of different backgrounds and characteristics.

To achieve this objective we plan to: Weave equality into the curriculum using explicit PSHE and RSE programs that will include lessons and assemblies, and also through other areas of the curriculum, where appropriate. We also use our Behaviour policy to deal with any issues swiftly.

## **9. Monitoring arrangements**

The headteacher, staff member for equality, governor named for equality and Governing Board will update the equality information we publish at least every year.

This document will be reviewed by the Governing Board annually.

This document will be approved by the Governing Board annually.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- SEND Information Report