



Equality and Diversity Policy

Agreed December 2024
Reviewed December 2025

Equality Policy

Aims

At Oakwood Primary School, we value the sense of belonging every member of our community has within the school. Our values represent an aim to show kindness, curiosity and ambition in all that we do. We want all children, parents and staff to feel valued and integral to the progression of the school. We aim to meet our obligations under the public sector equality duty 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

Legislation

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](#).

Protected characteristics under the act are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity (for employees)
- Race, colour, nationality, ethnic or national origin
- Religion and belief, including lack of belief
- Sex (including transgender)
- Sexual orientation
- Marriage and civil partnership (for employees)

Eliminating discrimination

We are aware of our obligations under the Equality Act 2010 and comply with non-discrimination provision. Where relevant, our policies include reference to the importance of avoiding discrimination.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. New staff receive training on equality as part of their induction, and all staff have support and guidance to carry out their roles with due regard to the Equality Act.

The school has a designated Equality Lead, and an Equality Link Governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, we aim to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a protected characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a protected characteristic to participate fully in any activities

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

- Analyse performance data to determine strengths and areas for improvement and implement actions in response
- Make available evidence which identifies improvements achieved

Fostering good relations

We aim 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 and PSHE and 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.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.
- Suggesting books for all ages with links to other cultures, religions and races through our newsletter.

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

Roles and responsibilities

Governors

It is the responsibility of governors to

- 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 the day-to-day implementation of the equality objectives to the headteacher

The Equality Link Governor will:

- Meet with the Equality Lead twice a year to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Keep the full Governing Body up to date regarding any equality matters

Headteacher

It is the responsibility of the Headteacher to

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

Equality Lead

It is the responsibility of the Equality Lead to

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor twice a year to raise and discuss any issues
- 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 this policy.

Equality Objectives

Objective 1: To enable children to appreciate and value difference and diversity

Why we have chosen this objective: We want children to be tolerant and understanding of others. We want them to understand that differences should be embraced. We want children to learn that those who share a protected characteristic and those who do not share it can all make a valuable contribution to society.

How we plan to achieve this: Ensure that all protected groups are represented in the school curriculum, wider school activities and in the school environment. Build in planning for specific whole school and class-based teaching to address the potential lack in understanding and to strengthen empathy.

Progress we are making towards this objective: Protected groups are well represented in the texts pupils read in English. People of colour are well represented across the curriculum, for example in art lessons and in RE. Oakwood celebrated Black History Month across the whole school and within all classes and continue to have conversations relating to race to develop children's understanding. Oakwood welcomed Electric Umbrella to our school for a music workshop led by musicians with varying learning difficulties. This will be followed by our Year 4 children attending the 'Shine a Light' event at St Albans Cathedral in July 2025. In July 2024, we welcomed Onjali Raulf to discuss her literary works and the inspiration she takes from writing about people from different countries and with a range of difficult backgrounds.

Objective 2: To increase the participation of protected groups in school activities

Why we have chosen this objective: We want all pupils and staff to be involved and feel included across the wider school curriculum and life of the school as equal members of the school community.

How we plan to achieve this: Undertake an analysis of attendance at after school clubs, educational visits, seasonal activities and enrichment activities. Implement and analyse an annual staff survey of views. Ensure that educational and residential trips are accessible to all groups by considering dates, times and reasonable adjustments. Ensure a balance of activities during seasonal events, such as Christmas, to ensure that all members of the community can share in some activities.

Progress we are making towards this objective: School visits are planned to avoid religious festivals so that all children can participate. Staff social events and PTA events include alcohol free opportunities so that all members of the community can attend. This has increased the diversity at events. Sporting teams are inclusive and any pupil can play for the teams. Year 6 playground leaders are encouraged to participate in sport with younger pupils. The school has liaised with external club providers to include at least 2 free places for pupils in receipt of Pupil Premium funding. Non-uniform days are offered along with the opportunity to donate to a given cause although this is not mandated by the school allowing those from a lower socio-economic background to participate.

Objective 3: To eliminate discrimination and advance equality of opportunity in staff recruitment

Why we have chosen this objective: We want our school staff to represent the diverse community in which we live.

How we plan to achieve this: Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the resources committee of the governing board. Train all members of staff and governors involved in recruitment and selection on equal opportunities and unconscious bias. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements. In the light of training, recruitment processes would be reviewed and updated and demonstrate good practice.

Progress we are making towards this objective: Staff involved in recruitment have a good understanding of the the Equality Act 2010. Following further CPD and reviewing practice, application forms are anonymised to remove personal information. This avoids unconscious bias as shortlisting can take place without knowledge of name, sex and race. Information on ethnicity, sexuality and disability is collected only after appointment. Staff involved in the recruitment of staff have completed Safer Recruitment training where possible.

Monitoring arrangements

The headteacher and governing body will update the equality information we publish at least every year. Equality objectives will be reviewed and approved by the governing body at least every 4 years. The next date for this review will be December 2025.

This policy should be read in conjunction with the following documents:

- Anti-Bullying Policy
- Behaviour Policy
- Equality Statement
- SEND Policy
- SEND Information Report
- Accessibility Plan