



EQUALITY AND DIVERSITY POLICY



Date of Last Review:	September 2025
Date of Next Review:	September 2026

1. Purpose & Scope

This policy sets out how Barnsole Primary is committed to promoting equality, diversity and inclusion, ensuring that no pupil, staff member or stakeholder is treated less favourably because of any protected characteristic. It applies to all members of the school community: pupils, staff, governors, volunteers, contractors and visitors.

2. Legal & Policy Framework

We take account of the following statutory duties and guidance:

- The Equality Act 2010 (including protected characteristics: age, disability, race, sex, gender reassignment, marriage & civil partnership, pregnancy & maternity, religion or belief, sexual orientation). [GOV.UK+2GOV.UK+2](#)
 - The Public Sector Equality Duty (PSED) requiring us to:
 1. eliminate discrimination, harassment and victimisation;
 2. advance equality of opportunity;
 3. foster good relations between different groups. [equalityhumanrights.com+2GOV.UK+2](#)
 - Relevant DfE guidance: *Equality Act 2010: advice for schools* and *Public Sector Equality Duty Guidance for Schools in England* [GOV.UK+1](#)
 - Complementary school policies (e.g. Admissions, Behaviour, SEN/Inclusion, Safeguarding)
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3. Definitions

- **Protected characteristic** – as defined in the Equality Act 2010: age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, marriage & civil partnership, pregnancy & maternity. [GOV.UK+1](#)
 - **Discrimination** – direct, indirect, harassment, victimisation under the law.
 - **Positive action** – proportionate steps to support groups suffering disadvantage. [GOV.UK+1](#)
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4. Our Commitments

We will:

- Provide a safe, inclusive environment in which everyone feels valued, respected and able to achieve their best.

- Promote equality in all our practices: teaching & learning, admissions, recruitment, professional development, behaviour management, access to facilities.
 - Identify and eliminate any discriminatory behaviour, language or practices.
 - Ensure reasonable adjustments are made for disabled pupils or staff to access all aspects of school life.
 - Use inclusive curricula and teaching resources that reflect diverse backgrounds, cultures and identities.
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5. Public Sector Equality Duty: Implementation

To fulfil our PSED obligations we will:

- **Publish equality information:** Annually publish on our website information about how we are complying with the PSED. This includes data on pupils' attainment, behaviour, attendance and exclusions, broken down by protected characteristics. equalityhumanrights.com+2GOV.UK+2
 - **Equality objectives:** Set specific, measurable equality objectives every 4 years, and monitor progress toward them. equalityhumanrights.com+1
 - **Equality impact assessments:** When developing or reviewing policies, decisions or new initiatives, assess potential impact on protected groups to prevent unintended discrimination.
 - **Staff training & awareness:** Ensure all staff understand their responsibilities under equality law; include equality, diversity and inclusion in staff induction and professional development.
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6. Dealing with Incidents

We will:

- Respond promptly and effectively to any incidents of discrimination, harassment, bullying or victimisation.
 - Ensure mechanisms are in place for pupils, parents, staff to report such incidents; records are kept and used to inform policy & practice.
 - Apply disciplinary procedures where appropriate.
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7. Roles & Responsibilities

- **Local Academy Council:** Ensures this policy is adopted, monitored and reviewed; ensures resources are in place to fulfil obligations.
 - **Headteacher / SLT:** Implement policy; ensure staff are aware; monitor equality information; report to governors.
 - **All staff:** Uphold policy through their teaching, behaviour management, classroom environment; challenge prejudice.
 - **Pupils, parents, carers, contractors:** Expected to support the policy and behave in ways that respect others.
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8. Monitoring, Review & Communication

- We will review this policy every 3 years or earlier in response to changes in law or practice.
- Progress towards equality objectives will be monitored at least annually; outcomes published.
- Policy will be communicated to staff, LAC councillors, parents/carers; copies made available on the school website and in school premises.