

# Equality Policy



Written by	Harriet Carter	August 2025
Next review due by		August 2026

This document articulates the dedication of Earley Springs' staff and Executive board to foster an environment of equality. Our approach involves actively dismantling obstacles that could result in uneven outcomes, ensuring equitable access, and celebrating the diversity inherent within our school community.

We firmly believe that equality should be woven into every facet of life at Earley Springs, and that it is the shared responsibility of all individuals within the school and its broader community. Every person associated with Earley Springs deserves to feel safe, valued, and recognized as having equal worth. Earley Springs is committed to implementing policies and practices that guarantee equal access and opportunities for all. We are dedicated to eliminating discrimination based on the nine protected characteristics outlined in the Equality Act 2010, which are:

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

Our curriculum provides opportunities to challenge prejudices and stereotypes that fuel discrimination.

## **Monitoring and Evaluation**

The Senior Leadership Team will oversee the monitoring and evaluation process. Their responsibilities include:

- Providing ongoing updates on equality legislation and the school's obligations.
- Collaborating closely with the Executive Board.
- Supporting constructive evaluation activities that assess the policy's impact and effectiveness on students from various groups, such as those with Special Educational Needs (SEN), Children in Care, Minority Ethnic students (including Traveller and English as an Additional Language (EAL) students), and those eligible for Free School Meals.

This assessment will cover:

- Student progress and attainment
- Teaching and learning practices
- Behaviour, disciplinary actions, and exclusions
- Attendance records
- Admissions procedures
- Incidents of prejudice-related bullying and all other forms of bullying
- Parental engagement
- Participation in extracurricular and extended school programs
- Staff recruitment and retention
- Educational visits and guest speakers

## **Policy Commitments: Promoting Equality Through the Curriculum**

We strive to provide every student with the opportunity to succeed. To achieve this, we will:

- Ensure curriculum planning reflects a commitment to equality.
- Develop a curriculum that prepares students for life in a diverse society, incorporating opportunities to reflect the backgrounds and experiences of students and their families.
- Include opportunities within the curriculum to explore concepts and issues related to identity and equality.
- Foster attitudes and values that celebrate and respect diversity, and challenge discriminatory behavior and language wherever it occurs.
- Utilise images and materials that positively represent a range of cultures, identities, and lifestyles.
- Ensure that resources and materials used in the school reflect the diversity of the student body, the local community, and wider society.
- Pay particular attention to the curriculum to ensure that content and practice do not include inappropriate or offensive references. The curriculum will positively represent a wide range of cultural and other traditions.
- Ensure teaching materials avoid racial or gender stereotypes and will monitor materials to ensure they remain non-discriminatory.

## **Promoting Equality: Student Achievement**

We maintain consistently high expectations for all students, regardless of age, gender, ethnicity, ability, social background, or sexual orientation. To ensure optimal outcomes, we acknowledge that:

- Adults within the school will serve as positive role models, demonstrating inclusive practices in all matters related to equal opportunity.
- Identifying the specific needs of individual students and groups is essential, and targeted interventions will be implemented to close achievement gaps.
- A diverse range of teaching methodologies will be employed to facilitate effective learning for all students at every stage.
- All students will be actively encouraged to participate fully in their own learning.

## **Promoting Equality: Ethos and Culture**

- We recognise that school leaders play a crucial role in fostering mutual respect among all members of the school community.
- We cultivate an atmosphere of openness and tolerance, ensuring everyone feels welcome.
- Students are encouraged to greet visitors with friendliness and respect.
- Displays throughout the school reflect diversity across all aspects of equality and are regularly reviewed.

- Reasonable adjustments will be made to ensure accessibility for students, staff, and visitors (including parents) with disabilities, encompassing both physical access and broader access to school information and activities. (Refer to Accessibility Plan)
- We cater to the cultural, moral, and spiritual needs of all students through planned assemblies, classroom activities, and off-site excursions. (Refer to SMSC Policy)
- Students' perspectives are actively encouraged and valued. They are provided with effective channels for expressing their views, such as advocacy, the School Council, student perception surveys, and regular opportunities to discuss their learning and school life.
- Positive role models are utilised throughout the school to ensure that diverse groups of students feel welcomed and included.

### **Promoting Equality: Staff Recruitment and Professional Development**

- All positions are advertised openly and widely.
- All individuals involved in recruitment and selection are trained to prevent discrimination and ensure equal opportunity.
- We actively encourage applications from underrepresented groups for positions at all levels.
- Access to professional development opportunities is monitored for equality.
- Equality policies and practices are included in all staff inductions.
- All supply staff and contractors are informed of our equality policy and practices.
- Employment policies and procedures are regularly reviewed for compliance with legislation and to assess their impact.

### **Promoting Equality: Addressing Harassment and Bullying**

- We actively counter and challenge all forms of discriminatory behavior, and this is clearly communicated to staff, students, parents, and the Executive Board.
- We have a clear, agreed-upon procedure for handling prejudice-related bullying incidents, and a designated staff member is responsible for recording and monitoring such incidents.
- We provide annual reports to the Executive Board, parents, and the local authority on the number of prejudice-related incidents recorded.

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

We aim to foster strong partnerships with parents/carers by:

- Taking proactive steps to encourage all parents/carers to participate in school life.
- Maintaining effective communication channels, such as parent forums, to gather parental feedback and inform our practices.
- Encouraging local community members to participate in school activities and celebrations.

- Ensuring that parents/carers of newly arrived students, such as those with EAL, Gypsy, Roma, and Traveller backgrounds, or students with disabilities, feel welcomed.

### **Responsibility for the Policy**

At Earley Springs, all members of the school community share the responsibility for promoting equality.

### **Executive Board Responsibilities:**

- Ensuring compliance with all equality legislation.
- Maintaining and regularly updating the school's equality policy and related schemes.
- Overseeing the implementation of policy actions, procedures, and strategies.
- Designating an Equalities Governor to oversee prejudice-related incidents and policy breaches, and ensure appropriate action.

### **Headteacher and Senior Leadership Team Responsibilities:**

- Providing leadership and vision for equality, in partnership with the Executive Board.
- Overseeing the implementation of the equality policy and schemes.
- Coordinating equality-related activities and evaluating their impact.
- Ensuring awareness and compliance with the equality policy among all school entrants.
- Ensuring staff awareness of responsibilities and providing relevant training and support.
- Taking appropriate action in response to prejudice-related incidents.

### **All School Staff Responsibilities:**

- Implementing the school's equality policy and schemes.
- Handling discrimination incidents and identifying and challenging bias and stereotyping.
- Ensuring non-discrimination based on ethnicity, culture, disability, sexual orientation, or other vulnerable groups.
- Staying updated on equality legislation.

### **Equality Objectives:**

The school recognises the principles of the Equality Act and the need to prevent discrimination and promote equal opportunity for individuals with protected characteristics.

### **Protected Characteristics:**

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

**Data Collection and Analysis:**

The school will collect and analyse data related to these protected characteristics across core provisions, including:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice-related incidents.