



Holbrook CofE Primary School

Equality Information Statement

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Equality Information: How we comply with the public sector equality duty

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We are an inclusive school and regularly review our curriculum and wider provision to ensure a prejudice-free environment. We create an inclusive environment through:

- A values led ethos which promotes respect for others
- Collective Worship exploring protected characteristics each week
- A curriculum which has been designed to ensure the people, cultures, texts and places we study are diverse and challenge stereotypes
- A clear behaviour and anti-bullying policy which sets out a zero tolerance approach to prejudicial behaviour

Where prejudice-based incidents occur, we have a clear system in place to deal with these (see the anti-bullying and behaviour policies). Such incidents are followed up and monitored, with the report and actions taken recorded. All behaviour and bullying incidents are analysed according to groupings, including protected characteristics, and shared with governors.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. We take a serious view of any incidents involving the following:

- Physical or verbal abuse or threats which centre on the protected characteristics, or on cultural grounds
- graffiti or written insults of a prejudicial nature
- Repetition of prejudicial jokes or slogans
- The display of prejudiced materials such as badges, motifs, magazines or leaflets
- Disrespectful comments relating to customs, beliefs, food, dress, physical appearance or anything related to the protected characteristics
- Refusal to co-operate with other people because of prejudicial attitudes or beliefs
- Language which is derogatory to groups, especially the casual use of sexist, racist or homophobic slurs.

All prejudice based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions. Staff receive training in order to identify incidents of this nature, and how to challenge such behaviour. Our safeguarding curriculum promotes inclusivity and also ensures that children are taught to respect diversity and to understand the protected characteristics.

We teach our children to celebrate and value diversity through:

- A PHSE curriculum which is led by whole school topics exploring and celebrating diversity as well as issues such as racism, homophobia, sexism and ableism
- Explicit teaching about diversity, inclusion and protected characteristics
- Ensuring children access people, traditions and places which are diverse to their own background, through our curriculum, through collective worship visitors and through visits to other places of worship
- A curriculum which celebrates the best of society by including a wide range of cultures and people

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

The school sets out our equality objectives which run over four years. For 2024-28, our equality objectives are:

- **Review the curriculum to ensure that sequencing, content, learning and assessment approaches allow everyone to succeed, especially those in vulnerable or monitored school groups**
- **To continue to enhance staff understanding of inclusion and diversity**
- **Continue to monitor access to enrichment activities and sports tournaments, tracking vulnerable groups, so that every child has the chance to flourish**

A separate equality action plan shows how we intend to meet these objectives.

Closing statement

We are acutely aware of the need to reflect, evaluate and develop our policies to ensure all stakeholders are able to thrive. Prejudice is not tolerated and we strive to provide an equitable environment where the needs of every group are considered