

Equalities Policy



Approved by: Full Governing Board	Date: 17/9/25
Signed by: A English (Chair)	
Last reviewed on: Sep 25	
Next review: Sep 26	

1. Policy Statement

Evergreen Primary School is committed to providing a safe, supportive, and inclusive environment where every pupil, staff member, governor, volunteer, and visitor is valued and treated with dignity and respect. We recognise and celebrate diversity, and we actively work to eliminate discrimination, harassment, and victimisation on the grounds of:

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

We also recognise the need to address disadvantage and inequality arising from socio-economic status.

2. Aims

We aim to:

- Promote equality of opportunity for all pupils and staff.
- Foster good relations between people of different backgrounds.
- Tackle prejudice and challenge stereotyping wherever it occurs.
- Ensure accessibility for pupils with a wide range of special educational needs and disabilities.
- Provide a broad and balanced curriculum that reflects diversity and promotes understanding.

3. Roles and Responsibilities

- **The Governing Body** is responsible for ensuring that the school complies with equality legislation and that this policy is reviewed and monitored regularly.
- **The Headteacher and Senior Leadership Team (SLT)** are responsible for implementing the policy, ensuring staff are aware of their responsibilities, and providing appropriate training.
- **All Staff** must model inclusive behaviour, challenge discriminatory practices, and support pupils to understand equality and respect.
- **Pupils** are encouraged to value one another and treat peers and staff with kindness and respect.

- **Parents and Carers** are expected to support the school's equality principles.

4. Curriculum and Learning

- Teaching materials and approaches will reflect diversity and promote positive images of difference.
- Reasonable adjustments will be made to ensure all pupils can access the curriculum.
- Staff will have high expectations for every pupil, recognising and nurturing their potential.

5. Accessibility and Inclusion

- We will provide accessible learning environments, resources, and facilities to meet the diverse needs of our pupils.
- We will regularly review our Accessibility Plan to remove barriers to learning and participation.
- Communication with parents and carers will be clear, accessible, and where appropriate, available in alternative formats or languages.

6. Recruitment and Staffing

- Recruitment, selection, and promotion of staff will be carried out fairly and in line with equality legislation.
- We will provide professional development opportunities to support staff in fulfilling their potential.
- Discrimination, harassment, or victimisation of staff will not be tolerated.

7. Monitoring and Review

- Equality objectives will be identified, published, and monitored annually.
- The Governing Body will review this policy every three years, or sooner if required.
- Progress will be reported to parents, carers, and the wider school community through the school website and annual reports.

8. Complaints

Any concerns or complaints regarding equality will be taken seriously and addressed in line with the school's Complaints Policy.

9. Equality Objectives

In line with the Equality Act 2010, we have identified the following objectives:

1. Accessibility

- Review and ensure physical accessibility of classrooms, sensory areas, and outdoor spaces to meet the needs of all pupils.
- Expand the use of assistive technology to support communication and learning.

2. Curriculum and Representation

- Audit teaching resources annually to ensure positive representation of different cultures, family structures, disabilities, and identities.
- Plan at least three whole-school projects each year celebrating diversity (e.g., cultural festivals, disability awareness weeks, LGBTQ+ History Month).

3. Staff Training and Awareness

- Deliver annual equality and unconscious bias training for all staff.
- Provide specialist training on supporting pupils with complex needs from diverse backgrounds.

4. Pupil Voice

- Gather pupil feedback annually on whether they feel safe, respected, and represented in school life. Incorporate pupil feedback into objectives planning

5. Parental and Community Engagement

- Strengthen engagement with parents/carers from minority backgrounds through inclusive events and accessible communication.
- Develop partnerships with local community groups to enrich pupils' understanding of diversity.