

Wentworth Primary School

Equality Policy

Date of Policy: October 2024

Date of Ratification by Governors: October 2024

Next Review: October 2025

Achieving Happily



Equality Objectives

Equality Statement

At Wentworth, we champion equality and foster an inclusive environment where every child thrives regardless of background, race, gender, or ability. We promote respect, celebrate diversity, and ensure all pupils, staff, and families feel valued. Our commitment is to eliminate any form of discrimination and harassment and promote a positive, nurturing, and enriching educational experience for all pupils to achieve their full potential.

Definition of protected characteristics

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

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

The school does not tolerate discrimination of any form against a member of the school community based on the protected characteristics as set out below:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

2024-27 Objectives

Wentworth Primary School is committed to ensuring equality of provision throughout the school community and our equality statement. To achieve this, our Equality Objectives 2024 - 2027 are as follows:

Objective	Key Actions
To ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.	<ul style="list-style-type: none">• The school's key value of Respect, alongside our other values shared through assembly and in all aspects of school life ensure that differences are respected and celebrates diversity

	<ul style="list-style-type: none"> • Reviewing the profile of diversity in our curriculum to ensure that all characteristics are represented • Celebration tree in school grounds to mark important celebrations around the year • Signage in school to celebrate linguistic diversity • Celebrating an annual cultural day for pupils' heritage • Marking major community events through key stage assemblies (Not limited to: Black history, Eid, Diwali, Christmas, Easter) • Considering equality in decision making (e.g. authorising absence for religious observance) • PSHE curriculum to cover all statutory aspects • Community events for all faiths (Christmas card making / Eid card making)
<p>To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.</p>	<ul style="list-style-type: none"> • Dedicated EAL teacher to support and monitor improvement of EAL learners • Filtering on Insight (School assessment system) allows to filter by all categories • Pupil progress meetings held to identify these trends – barriers are removed when discovered with a focus at whole class level • Additional support allocated based on the needs of all pupils • See EAL action plan
<p>To report, respond and record any incidents of discrimination by a member of the school community</p>	<ul style="list-style-type: none"> • Code of conduct published for all members of school community • Clear guidelines in updated behaviour policy to respond to incidents • All incidents forwarded to headteacher to allow for consistency. Other SLT will discuss responses • Data analysed by SLT so that a response can be made to any emerging trends