

Equality Statement

Frogwell Primary School

Be Kind - Be Safe - Aim high

- ***Be safe:*** We want all children to feel emotionally and physically safe in our school and to enjoy coming here each day. We aim to make our school a happy place for everyone
- ***Be Kind:*** We believe it is essential to provide children with the support they need to succeed both academically, socially and emotionally.
- ***Aim High:*** We believe all children should be encouraged to aspire for the future, regardless of their starting points. We aim to inspire children and build their confidence to aim high.

Date of Policy: September 2026

Review Date: September 2027

Governor Responsibility: Full Governing Body

Governor Lead: Alison Cummings and David Rousell

Nominated Lead Member of Staff: Imogen Woods

Status & Review Cycle: Annual

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality information and objectives statement – a declaration of aims that ensures equality for all members of the school's community. This statement is linked to the school's Equality and Diversity Policy which can be found on the school website.

At Frogwell Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination and other conduct prohibited by the Equality Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not.

The Act covers the following protected characteristics:

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

**Paragraph 1.15 of the DfE guidance notes that age is only a protected characteristic in schools in relation to employment and the provision of goods and services. It doesn't apply to pupils, even if they're over 18. This is also true for protection based on marriage and civil partnership, which applies to employment but not to pupils - see section 84 of the Equality Act 2010.)*

We will not discriminate against, harass or victimise any member of the school community because of a protected characteristic. 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 of diversity.

How does our school comply with the Public Sector Equality Duty?

Schools are required to:

- publish information to demonstrate how they are complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
- prepare and publish equality objectives. Schools are required to update this published information at least annually and to publish objectives at least once every four years.

What does our school do to eliminate discrimination and advance equality of opportunity?

- We have an inclusive pupil admissions policy.
- We have set a clear vision and values which expect all our staff to act in a non-discriminating manner and which promotes inclusive practices. Our school values emphasises the importance of being kind to all.

- We understand that it is unlawful to fail to make reasonable adjustments to overcome barriers to education or services caused by disability, and endeavour to make reasonable adjustments to increase access for people with a disability.
- We record internal attainment data showing how pupils from different groups perform in order to help us identify where additional support needs to be targeted (such as boys/girls, EAL groups, pupils with Special Educational Needs, children eligible for the Pupil Premium). We analyse this data to identify key issues or trends, take actions to address areas of concern and monitor the success of actions.
- Our Pupil Parliament has representatives from the full range of pupils within the school including those with protected characteristics.
- There are robust systems (including online reporting) for logging/reporting any incident based on prejudice or harassment.
- We have policies which set out a clear message that discrimination is not tolerated (e.g. staff code of conduct, behaviour policy, anti-bullying policy, safeguarding and child protection policy).
- School leaders report to the Governing Board on issues related to specific protected characteristic groups, such as use of homophobic or racist language.
- The governing board and school leaders involved in recruitment avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Our staff recruitment and selection processes and practices are fair and transparent.

What does our school do to foster good relations between people who do share a protected characteristic and people who do not?

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils will be introduced to literature from a range of cultures.
- As well as the main taught curriculum offer, through our assemblies, workshops and visits, equality and diversity will be discussed with and taught to the children. This includes issues such as gender stereotyping and gender equality, diversity of families and relationships, challenging stereotypes of people with a disability, providing accurate information about a range of faiths and providing opportunities to engage in arts and cultural experiences from a variety of cultural backgrounds. One of our Equality Objectives links to this aspect – we want to improve the range of physical resources and books that represent a more diverse range of people.
- Pupil engagement – we encourage all children to engage with activities on offer such as sports clubs or other extra-curricular activities. We identify any barriers to participation based on protected characteristics and work to eliminate these as much as possible.
- We take part in local events and festivals within the community such as sports events.