

Barham Church of England Primary School



Equality Information and Objectives

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1. Aims

At Barham Church of England Primary School, we are committed to ensuring equality of opportunity for all members of our community. Guided by our vision of *supporting everyone to be kind, confident and curious*, we aim to create an inclusive environment where every individual is valued and able to thrive.

In line with the Public Sector Equality Duty, we have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between different groups

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

3. School Context

Our approach to equality is shaped by an understanding of our school community. We consider the needs of pupils with protected characteristics, including:

- Disability and Special Educational Needs
- Gender
- Ethnicity and cultural background
- Religion and belief
- Socio-economic disadvantage

We use a range of evidence to identify priorities and review impact, including:

- Attainment and progress data
- Monitoring activities (e.g. learning walks, book scrutiny)
- Pupil, parent and staff voice
- Safeguarding and behaviour information

4. Roles and responsibilities

The Governing Body will:

- Ensure this statement is published, reviewed and effectively implemented
- Monitor the impact of equality objectives
- Receive regular updates on progress and outcomes

The Headteacher will:

- Lead the implementation of this statement
- Promote understanding of equality across the school
- Monitor and evaluate the impact of actions
- Report regularly to governors

All staff will:

- Uphold the principles within this statement
- Ensure inclusive practice in teaching, learning and interactions
- Challenge discrimination and promote positive relationships

5. Eliminating discrimination

We are committed to ensuring that all members of our community are treated fairly and respectfully.

We do this by:

- Ensuring policies and practices comply with the Equality Act 2010
- Providing regular staff training and updates
- Recording and responding appropriately to incidents of discrimination
- Promoting a culture of openness, respect and restorative practice

6. Advancing equality of opportunity

We actively work to reduce barriers and support all pupils to succeed by:

- Identifying and addressing gaps in attainment and progress between groups
- Providing targeted support for disadvantaged pupils and those with SEND
- Ensuring accessibility to curriculum, enrichment and wider opportunities
- Monitoring participation in school life across different groups

We publish and review relevant data annually and use this to inform school improvement priorities.

7. Fostering good relations

We promote respect, understanding and positive relationships by:

- Embedding diversity and inclusion within the curriculum
- Providing opportunities for pupils to learn about different cultures, faiths and identities
- Delivering assemblies and curriculum themes that promote inclusion and respect
- Encouraging pupil voice and participation through groups such as School Council
- Building strong links with families and the wider community

8. Equality considerations in decision-making

- Policies and practices are reviewed for their impact on different groups
- Planning for trips, curriculum and provision is inclusive and accessible
- Barriers for specific groups are identified and addressed proactively

9. Equality objectives

Objective 1: Closing attainment gaps

Reduce the attainment and progress gap between disadvantaged pupils and their peers across reading, writing and mathematics by July 2030, as evidenced by statutory outcomes and internal assessment data.

Objective 2: Inclusive participation

Ensure that all pupils, including those with SEND and those who are disadvantaged, are able to fully access and participate in the curriculum, enrichment activities and wider school experiences, with participation rates monitored and improved over time.

Objective 3: Inclusive curriculum

Develop and embed a curriculum that reflects diversity and promotes positive representation, evidenced through curriculum review, pupil voice and monitoring activities.

Objective 4: Wellbeing and belonging

Strengthen a sense of belonging and inclusion for all pupils, particularly vulnerable groups, as demonstrated through pupil voice, behaviour data and wellbeing monitoring.

10. Monitoring arrangements

We will monitor the impact of this statement through:

- Analysis of attainment and progress data
- Monitoring activities (learning walks, book scrutiny)
- Pupil, parent and staff voice
- Safeguarding, attendance and behaviour data

Progress will be:

- Reviewed annually by the headteacher and senior leaders

- Reported to governors
- Used to inform future priorities and actions

11. Links with other policies/documents

This statement should be read alongside:

- Accessibility Plan
- Pupil Premium Strategy
- SEND Policy
- Behaviour Policy
- Safeguarding Policy