



Wittersham Church of England School Equality information and objectives policy

We strive to cooperate and work alongside all members of our community to feel valued, nurtured, and empowered as they embark upon their journey to become the very best that God intended. Throughout their voyage of discovery with us, we ensure all children are provided with a rich curriculum and experiences that promote courage and a strong moral purpose underpinned by our Christian values, preparing them to become compassionate citizens within our rural community and the wider world.

Revision History

Version	Date	By	Description
V01	May 2025	S.Coulson	New Policy

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1. Aims

Wittersham Church of England Primary School aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and those who do not

The protected characteristics are:

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

At Wittersham, we aim to promote respect for difference and diversity in accordance with our school values: Courage, Cooperation, and Compassion. These values are at the heart of our whole school vision, where we strive to ensure that every member of our community feels valued, nurtured, and empowered to become the very best that God intended. Through a rich curriculum and meaningful experiences, we promote courage,

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compassion, and a strong moral purpose, preparing children to contribute positively to both our rural community and the wider world.

2. Legislation and guidance

This policy meets the requirements of the following legislation:

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011

It is also based on:

- DfE guidance: The Equality Act 2010 and schools
 - Technical guidance for schools from the Equality and Human Rights Commission
 - Government Equalities Office guidance on meeting the specific duties
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3. Roles and responsibilities

The Governing Board of Wittersham Church of England Primary School will:

- Ensure this equality information and objectives policy is published and communicated throughout the school community
- Update the published equality information annually and review objectives at least every four years
- Delegate the day-to-day monitoring of objectives to the Headteacher

The Headteacher (Stella Coulson) will:

- Promote awareness of equality objectives among staff and pupils
- Monitor success in achieving objectives and report to the Governing Board
- Consider equality implications when making decisions

Designated Member of Staff for Equality: The Headteacher also assumes this role and will:

- Support staff and governors in promoting equality
- Identify training needs and ensure relevant training is delivered

All staff are expected to support this policy and work to achieve the school's equality objectives.

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4. Eliminating discrimination

Wittersham Church of England Primary School:

- Complies with the Equality Act 2010 and references it in key policies
- Provides induction training to new staff and refresher training annually
- Has a named governor linked to equality who works with the Headteacher to identify and address any issues

5. Advancing equality of opportunity

Our school works to advance equality by:

- Removing or minimising disadvantages linked to protected characteristics
- Meeting particular needs where necessary
- Encouraging participation in all areas of school life

We:

- Analyse and publish attainment data by group annually
- Track incidents and progress for different pupil groups
- Address patterns of inequality in learning and wellbeing

6. Fostering good relations

We foster good relations by:

- Promoting tolerance and understanding through RE, PSHE and wider curriculum
- Embedding inclusive practices in assemblies, clubs, and community activities
- Encouraging mixed-group collaboration in the School Council and playground

7. Equality considerations in decision-making

We:

- Assess the equality implications of decisions and record them through Equality Impact Assessments
- Consider access and inclusivity when planning trips, events or changes to

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routines

8. Equality objectives

Objective 1:

Undertake an analysis of recruitment data and trends in regard to race, disability, and gender. Report to the Staffing and Pay Committee annually.

Objective 2:

Have a reasonable adjustment agreement in place for any staff with disabilities to support their work and wellbeing.

Objective 3:

Strengthen representation from a range of backgrounds within our wider school community, including through school council representation and parent involvement, by July 2027.

Objective 4:

Ensure all staff and governors involved in recruitment have completed equal opportunities and non-discrimination training by the start of each academic year.

9. Monitoring arrangements

The Governing Board will:

- Update published equality information annually
 - Review equality objectives at least every four years
 - Approve this policy and review it annually for compliance
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10. Links with other policies

This policy links to:

- Accessibility Plan
- SEND Information Report
- SEND Policy

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