



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
V02	May 2026	S.Coulson	Annual Review

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

1a. Equality Information (Our School Context)

Wittersham Church of England Primary School is a small rural primary school serving a predominantly White British community. We recognise that this context gives us a particular responsibility to ensure that pupils develop a strong understanding of diversity, inclusion and life in modern Britain beyond our immediate locality.

Our school values of courage, cooperation and compassion underpin our commitment to equality and inclusion.

We monitor equality across the school through:

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- Pupil progress and attainment data
- Attendance and behaviour data
- Safeguarding and pastoral records
- Pupil voice through School Council and surveys
- Curriculum review and development
- Staff training and professional development

This information enables us to identify any barriers to learning, participation or wellbeing and informs the actions we take as a school.

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

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

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objectives.

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 routines

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8. Equality objectives (2025–2028)

Objective 1

To further develop pupils' understanding of cultural diversity, protected characteristics and life beyond the local community through the curriculum, worship and wider school experiences.

Measured by:

- Curriculum planning showing explicit reference to diversity and protected characteristics
- Pupil voice demonstrating increased awareness and understanding
- Displays, texts and resources reflecting a wide range of cultures and communities
- Opportunities for pupils to engage with the wider world through visitors and learning experiences

Objective 2

To ensure that outcomes for disadvantaged pupils and pupils with SEND continue to improve through precise Quality First Teaching and targeted support.

Measured by:

- Progress data showing narrowing gaps for Pupil Premium and SEND pupils
- Regular review of interventions and classroom practice
- Monitoring through SLT reviews and leadership monitoring
- Attendance and engagement data

Objective 3

To promote positive attitudes, respectful language and inclusive behaviour across the school community through restorative approaches, PSHE and collective worship.

Measured by:

- Consistent use of restorative language by staff and pupils
- Behaviour records showing a reduction in conflict incidents
- Pupil voice demonstrating that pupils feel safe, respected and heard
- PSHE curriculum explicitly teaching equality and respect

Objective 4

To ensure the learning environment and school practices remain accessible and inclusive for all pupils.

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Measured by:

- Classroom environments and provision supporting diverse needs
- Reasonable adjustments made for pupils with additional needs
- Accessibility Plan actions reviewed and implemented
- Regular SEND and pastoral reviews

9. Monitoring arrangements

The Governing Board will:

- Update published equality information annually
- Review equality objectives annually and formally update every three years
- Approve this policy and review it annually for compliance

10. Links with other policies

This policy links to:

- Accessibility Plan
- SEND Information Report
- SEND Policy