



Chase Side Primary School

Equality Policy

**ADOPTED BY THE GOVERNORS OF CHASE SIDE PRIMARY
SCHOOL ON THE 16TH JULY 2025**

To be reviewed July 2026

Our Ethos:

Our ethos encompasses being welcoming, inclusive, friendly, caring and ensuring that working together underpins everything we do.

Everyone has the right to expect and benefit from this ethos and these values are demonstrated in all aspects of school life. Everyone who is part of or who visits our learning community is asked to adhere to our values and ethos.

Our Vision:

- Developing confident lifelong learners
- Embracing and valuing our diversity
- Making a positive impact in our community

Our Values:

The shared values of our school include:

- Kindness
- Respect
- Friendship
- Honesty
- Resilience

Stronger Together !

Equality Statement

At Chase Side Primary School, we are committed to ensuring equality of education and opportunities for all pupils, staff, parents and carers, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the School feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Chase Side, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Legal Duties

At Chase Side Primary School we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination,
- Advance equality of opportunity,
- Foster good relations.

We understand the principal of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the following groups:

- Age
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

In order to meet our general duties, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duties across its functions.
- Prepare and publish equality objectives which will be reviewed on an annual basis.
- Consult all stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis.

In order to do this effectively we will collect data related to the protected characteristics and analyse this data to determine our focus for our equality objectives. In relation to school provision we will pay particular attention to:

- Admissions
- Attendance
- Attainment

- Exclusions
- Prejudice related incidents.

We recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equality practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit.

Whilst fulfilling its legal duties in respect of the Equality Act 2010, due attention will be paid to all GDPR legislation.

Addressing Prejudice Related Incidents

This School is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents do occur we address them immediately, seeking help from outside agencies if appropriate.

Responsibilities

We believe that promoting equality is the whole school's responsibility:

The Governing Body will:

- Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
- Monitor progress towards achieving equality objectives.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher
- Nominate a designated Governor (See School's website for named Governor) with responsibility for equality.

The Headteacher will:

- Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.
- Monitor progress towards achieving equality objectives.
- Promote key messages to staff, parent and pupils about equality and what is expected of them and can be expected from the school in carrying out its day-to-day duties
- Ensure that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness.

- Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

The Senior Leadership Team will:

- Support the Head Teacher as above.
- Ensure fair treatment and access to opportunities.
- Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

Teaching Staff will:

- Help in delivering the right outcomes for pupils.
- Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.
- Design and deliver an inclusive curriculum
- Record, report and respond appropriately to prejudice related incidents.

Non-Teaching Staff will:

- Support the school in delivering a fair and equitable service to all stakeholders.
- Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.
- Support colleagues within the school community.
- Record, report and respond appropriately to prejudice related incidents.

Parent/Carers will:

- Take an active part in identifying barriers to equality for the school community and informing the school of actions that can be taken to eradicate the barriers.
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality for all.

Pupils will:

- Support the school to achieve the commitment made to tackling inequality.
- Uphold the commitment made by the Head Teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.

Local Community Members will:

- Take an active part in identifying barriers to equality for the school community and informing the school of actions that can be taken to eradicate the barriers.
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality for all.

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school's website.

Breaches

Breaches to this Policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Head Teacher and the Governing Body.

Monitor and Review

This Policy will be reviewed on an annual basis.

Every four years we will review our objectives in relation to any changes in our school profile. Our objectives will sit with our overall School Improvement Plan and therefore will be reviewed as part of that process.

Links with Other Policies

Chase Side Primary School considers all policies with respect to the impact on equality and the possible implications for pupils and staff with protected characteristics