Wellington Primary School

Equality Information and Objectives Policy

	Print name	Date Approved	Review Date
Headteacher	Mrs Joy Wood	March 2026	March 2030
On behalf of Governing Body	Full Governing Body	March 2026	March 2030

The Policy

Wellington Primary School's Equality Information and Objectives Policy draws together all previous equality legislation and details how Wellington Primary School is fulfilling the requirements of the Act.

This policy supports the school's safeguarding duties by promoting an inclusive environment where all pupils feel safe.

School's Aim and Values

At Wellington Primary School, we believe that every child is entitled to the highest quality education we can provide.

Our core values are:

- Respect;
- Responsibility;
- Aspiration;
- Community.

We are committed to ensuring equality of opportunity for all children, regardless of gender, ethnic origin, social background, special educational need and / or disability or prior attainment. Central to our aims is the development of tolerance, understanding, harmony and respect for others.

Legislation

The Equality Act 2010 ("the Act") and The Equality Act 2010 (Specific Duties) Regulations 2011, provide a modern, single legal framework with three broad duties:

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

A protected characteristic under the Act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation;
- Marriage and civil partnership (for employees).

Our school aims to promote respect for difference and diversity in accordance with our values.

The school aims to remove or minimise disadvantages suffered by people that are connected to a particular characteristic (e.g. pupils with special educational needs and / or disabilities). The school will take steps to meet the particular needs of people who have a particular characteristic and will encourage full participation in school activities.

In order to meet our three broad duties, listed above, we will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing.
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response.
- Prepare and publish equality objectives in line with admission, attendance, attainment, exclusions and / or prejudice related incidents.

Our objectives will detail how we will meet our three broad duties; however, where we find evidence that other areas have a significant impact on any particular group, we will ensure action is taken to address this.

Addressing Prejudice Related Incidents

Wellington Primary 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 still occur, we address them immediately and report them to the Local Authority using their guidance material.

Addressing Special Educational Needs and / or Disabilities

Wellington Primary School will make reasonable adjustments to meet the needs of pupils with special educational needs and / or disabilities (SEND) and implement an accessibility plan aimed at:

- increasing the extent to which disabled pupils can participate in the curriculum;
- improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided;
- improving the availability of accessible information to disabled pupils.

Responsibility

We believe that promoting equality is a whole school responsibility.

School Community	Responsibility
Wellington Primary / Governing Body of Wellington Primary	• Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. • Delegating responsibility for monitoring and achievement of the objectives on a daily basis to the Headteacher.
Headteacher	• Promoting key messages to staff, parents / carers and pupils about equality and what is expected of them and can be expected from Wellington Primary School in carrying out its day to day duties. • Ensure that staff have appropriate skills to deliver equality, including pupil awareness. • Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. • For pupils: Implementation of policies on equal opportunities including, special needs, behaviour and anti-bullying. • For staff: Implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy. • Employing specialist staff to support pupils with SEND, and implementing the school's accessibility plan.
Senior Leadership Team	• To support the Headteacher as above. • Ensure fair treatment and access to services and opportunities. • Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	• 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. • Ensure they are aware of their responsibility to record and report prejudice related incidents.
Support Staff	• Support the school in delivering a fair and equitable service to all stakeholders. • Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. • Support colleagues within the school community.

	• Ensure they are aware of their responsibility to record and report prejudice related incidents.
Parents / Carers	• Take an active part in identifying barriers for Wellington Primary School's community and in informing the governing body of actions that can be taken to eradicate these. • Take an active role in supporting and challenging the school to achieve the commitment given to Wellington Primary School's community in tackling inequality and achieving equality of opportunity for all.
Pupils	• Supporting Wellington Primary School to achieve the commitment made to tackling inequality. • Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated. • Personal, Social, Health Education (PSHE), Sex and Relationships Education (SRE), Religious Education (RE) and other elements within the curriculum promote friendship and understanding about cultures and lifestyles.
Local Community Members	• Take an active part in identifying barriers for the Wellington Primary School community and in informing the governing body of actions that can be taken to eradicate these. • Take an active role in supporting and challenging the school to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

Objectives

In achieving compliancy with the Act, objectives are updated every four years. Wellington Primary School's current set of objectives are:

Objective Group	Objective
Pupil Achievement	• All pupils are assessed, monitored and tracked through internal tracking systems. • Under-achievement is identified and appropriate intervention is applied. • Pupils are able to participate in a full range of extracurricular opportunities.
Behaviour and Safety	• Reduce the number of prejudice-related incidents (linked to protected characteristics) over the course of the 4-year review. • Pupils, staff and parents know that misconduct and gross misconduct will be challenged.
Teaching	• All pupils experience 100% 'good or better' lessons.
Leadership and Management	• The staff and governing body reflect the diversity of the Wellington Primary School community. • No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. • The Headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

Wellington Primary School's leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with particular protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Policy Review

Details of how Wellington Primary School complies with the Public Sector Equality Duty must be updated every year.

The school's equality objectives must be updated at least once every 4 years.