



Equality Information and Objectives

2025-2029

1. Overview

1.1 This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975.

This policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e. Race) and Gender.

1.2 The Single Equality Act combines the existing three duties into one new Equality Duty and states that it is against the law to discriminate against someone because of 9 protected characteristics:

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

The Equality Act requires us to publish information that demonstrates that we have due regard for the need to;

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

At Longsands we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally.

This Single Equality Policy summarises the school's approach in ensuring equality for all.

2. Objectives of this policy

At Longsands, it is vitally important to us that everyone is treated fairly and enabled to develop their potential. This policy helps us to deliver on this because its implementation will:

2.1 Ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.

2.2 Advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.

2.3 Eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or

illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.

2.4 Recognise and celebrate diversity within our community whilst promoting community cohesion.

2.5 Ensure that this policy applies to everything we do as a school.

2.6 Ensure that pupils and parents are fully involved in the provision made by the school.

2.7 Ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

2.8 Ensure that observe equalities practice in staff recruitment, retention and development

3. Good practice

3.1 We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school.

3.2 We aim to enhance a wider sense of community locally, as well as in the context of the UK and the World communities.

3.3 We support the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

3.4 We consider it prudent and sensible to maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics, e.g. homophobic bullying. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

4. Strategies

4.1 Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.

4.2 Parents and governors will be involved and consulted about the provision being offered by the school.

4.3 Teachers will ensure that the teaching and learning takes account of this policy.

4.4 The diversity within our school and the wider community will be viewed positively by all.

4.5 Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.

4.6 Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.

4.7 Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.

4.8 The positive achievements of all pupils will be celebrated and recognised.

5. Outcomes

5.1 This policy will play an important part in the educational development of individual pupils.

5.2 It will ensure that all pupils are treated equally and as favourably as others.

5.3 The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

5.4 We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010

6. Equality Objectives

6.1 The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence.

6.2 Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

6.3 We will regularly review the progress we are making to meet our equality objectives.

EQUALITY OBJECTIVES for the period January 2025 to January 2029

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: Curriculum

To develop reading materials and resources that promote positive role models for all groups, challenge preconceptions and reflect the diverse nature of our school and families.

Objective 2: Enrichment

To develop our enrichment programme to ensure equity and fairness in access and engagement for all pupils including representation within our senior pupil team.

Objective 3: Community

To seek opportunities and contributions from all faith groups to further develop pupils' understanding of diversity within the school, local and British community, including further development of our collective worship calendar to ensure representation of all faith groups.

1. Policy Approval and Review

1.1 This policy is kept under review annually and the underpinning objectives are expected to be reviewed every four years when validated national data is available.

Approval date: January 2025

Review date: January 2026

Signed (Headteacher): *C. Lang*

Signed (On behalf of the Governing Body:

