

# Clayton-le-Woods

Church of England Primary School



'With God We Grow'

## Equality information and objectives (public sector equality duty) statement for publication

### Vision Statement

**'Together we inspire one another to live life to its fullness, rooted and built up in Christ, so that every member of our school community can learn, develop and flourish, to live in the world as the unique individuals God created us to be.'**

### Equalities Statement

At Clayton-le-Woods CEP School we are committed to:

- promoting equality of opportunity
- eliminating discrimination and harassment
- valuing diversity and promoting positive relationships
- providing an inclusive education which enables all pupils to develop their full potential
- meeting the requirements of the Equality Act 2010.

### The Equality Act 2010

The Equality Act 2010 brings together previous anti-discrimination legislation into a single framework. The Public Sector Equality Duty (Section 149) requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between those who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (in respect of employment)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation



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## **Inclusive Practice and Accessibility**

We are an inclusive school where pupils, families, staff, governors and the wider community work in partnership. We:

- Ensure fair and equal access to the curriculum, enrichment opportunities and school life
- Make reasonable adjustments to meet individual needs, including for pupils with SEND
- Provide an environment that is safe, welcoming and accessible to all
- Promote understanding, respect and tolerance through the curriculum and collective worship
- Act promptly and effectively to address incidents of discrimination or prejudice

## **Values and Beliefs**

We believe that every member of our school community should:

- Access a high-quality education within a safe and supportive environment
- Experience a broad, balanced and ambitious curriculum
- Enjoy learning, achieve well and fulfil their potential
- Be valued, respected and treated fairly
- Develop positive relationships and show respect for others
- Grow in confidence through encouragement and recognition
- Take responsibility for their behaviour and learning
- Contribute positively to the school and wider community

Staff and governors demonstrate our commitment to equality by:

- Promoting high standards of behaviour and mutual respect
- Responding effectively to incidents and concerns
- Ensuring fair recruitment and employment practices
- Providing equitable access to services, support and information
- Meeting the needs of individuals and groups

## **Equality and School Improvement**

The governing body ensures that all policies and practices are regularly reviewed to assess their impact on equality and to remove any potential barriers for individuals or groups.

## **Equality Objectives (2026–2030)**

To meet our duties under the Equality Act and continually improve outcomes for all pupils, we have set the following objectives:

1. **Raise attainment for all vulnerable groups**
  - Reduce attainment gaps for disadvantaged pupils and pupils with SEND across reading, writing and mathematics
2. **Improve outcomes for boys in literacy**



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- Narrow the gap between boys and girls in reading and writing by the end of Key Stage 1 and Key Stage 2
- 3. **Strengthen inclusive practice across the curriculum**
  - Ensure teaching reflects the needs of all learners and promotes equality, diversity and inclusion
- 4. **Promote understanding of diversity and respect**
  - Develop pupils' awareness of different backgrounds, cultures and protected characteristics through curriculum and worship
- 5. **Enhance pupil voice and belonging**
  - Ensure all pupils feel valued, listened to and represented within the school community

## Monitoring and Review

- Equality objectives will be reviewed every four years
- Equality information will be published and reviewed annually
- The governing body delegates oversight of this responsibility as appropriate

## Legislation

This statement meets the requirements of:

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

## Review Date

Approved: June 2026

Next review: June 2030



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