



Equalities Statement at Drighlington Primary School

At Drighlington Primary School, we are deeply committed to creating a welcoming, inclusive and nurturing environment where every member of our community feels valued, respected and empowered to succeed. We take great pride in promoting equality, celebrating diversity and fostering positive relationships built on trust and mutual respect.

We are committed to:

- Promoting equality of opportunity for all pupils, staff, parents and carers
- Eliminating discrimination, harassment and victimisation in all forms
- Valuing the diversity within our school and wider community, and promoting positive relationships and understanding
- Providing an inclusive education that enables all pupils to develop their full potential academically, socially and emotionally
- Meeting the requirements of the Equality Act 2010 in both policy and practice

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act, consolidating and strengthening the duties of schools to promote equality and tackle discrimination. The Public Sector Equality Duty, set out in section 149 of the Act, requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people 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 Act covers the following protected characteristics:

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

Our School Aims

At Drighlington Primary School, we strive to provide an inclusive, high-quality education that supports every child to flourish in a safe, caring and stimulating environment. We are proud of our strong relationships with families, our community spirit and our relentless ambition for all children to achieve their personal best.

We aim to ensure that our children:

- Feel safe, happy and secure with a strong sense of belonging
- Enjoy their learning and are inspired to be curious, creative and resilient learners
- Develop their talents, build confidence and achieve their full potential academically, socially and emotionally

- Understand, appreciate and respect diversity within the local community of Drighlington and beyond
- Are equipped with the knowledge, skills and values to make positive contributions to society, both now and in the future
- Learn to lead and collaborate effectively as part of a team, valuing fairness, compassion and honesty

Our school community is one where:

- Every individual is valued and their voice is heard
- High aspirations, hard work and achievements are celebrated
- Mistakes are seen as valuable opportunities for learning and growth
- Partnerships with parents, carers and local organisations are actively nurtured and respected
- We care for our environment and foster a sense of responsibility and stewardship

These values underpin all aspects of school life at Drighlington Primary School:

- Fairness and honesty
- Respect and tolerance
- Compassion and forgiveness

Being educated at Drighlington means our children will leave us with a deep respect for themselves and others, confident in their abilities, and well-prepared for the next stage of their educational journey and their lives beyond school.

Equality Objectives at Drighlington Primary School

1. Promoting Equality, Diversity and Inclusion

To actively promote awareness, appreciation and celebration of diversity across gender, sexuality, race, religion and cultural heritage through the curriculum and wider school life.

2. Pupil Attainment and Progress (Linked to Gender, Race and Disability)

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns identified to ensure all pupils achieve the best possible outcomes.

3. Pupil Attendance (Linked to Pupil Premium)

To understand and address the barriers contributing to higher absence rates among Pupil Premium pupils and implement strategies to improve attendance for these children.

4. Community Identity and British Values

To strengthen awareness and understanding of local, national and global communities, ensuring that British Values are embedded meaningfully throughout the curriculum and school ethos.

5. Improving Attainment (Linked to Disadvantage)

To raise attainment in reading, writing and maths for disadvantaged pupils, with a particular focus on outcomes at the end of EYFS and Key Stage 2.

Approved by Governors – May 2025

Review date – May 2027