‘FROM GREAT TO AMAZING’



SUFFOLKS PRIMARY SCHOOL

Equalities information and Objectives Statement

2025-26

Suffolks Primary School

Equality Information and Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Equality and dignity in the workplace

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality and to take regard of their protected characteristics.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Duties under the Equalities Act 2010

- To prepare and publish equality objectives which will ensures we will meet our aims
- To publish equality information which demonstrates compliance with our objectives (available in the 'key information' section of our website)
- When undertaking the first two sets of duties, to engage with people who have a legitimate interest – including all staff (both teaching and administrative), parents, carers, pupils, local groups, organisations and individuals as appropriate.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins

Equality Aims and Objectives

At Suffolks Primary School, we are committed to ensuring we:

1. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act**. By removing or minimising disadvantages suffered by people due to their protected characteristics.

2. **Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

3. **Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our school curriculum has been designed to ensure all members of our community see themselves within our curriculum. One of our core curriculum drivers is 'diversity' which we have used to ensure all curriculum areas represent our diverse community.

Our School has considered how well we currently achieve these aims with regard to the eight protected equality groups: race/disability/sex/gender reassignment/age/pregnancy and maternity/religion and belief and sexual orientation.

In compiling this equality information, we have:

- ➔ Identified evidence already in the setting of equality within policies and practice and identified gaps.
- ➔ Examined how our setting engages with the protected groups, identifying where practice could be improved.

Protected Characteristics	**Aims of the general duty**		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	**How do we advance equality of opportunity between people who share a protected characteristic and those who do not?**	**How do we foster good relations between people who share a protected characteristic and those who do not?**
Disability	School policies Inclusive practices Feedback from parents/questionnaires reports to Governing Body Assessment data Purchase of additional resources – auxiliary equipment Adaptations to the building	School policies Raising attainment Tracking progress Curriculum driver: Diversity	Good links with parents Assemblies Annual Review meetings and other SEN meetings School ethos School displays promote diversity Jigsaw PSHE scheme

Race	Data on admission Termly Report of racist incidents to Governors	Celebration of differences Inclusive Curriculum Jigsaw PSHE scheme Assemblies School policies Value differences	Celebration of differences Inclusive curriculum Assemblies Good links with parents School policies promote equality Job descriptions for staff Values Curriculum School displays promote diversity Jigsaw PSHE scheme
Gender	Admissions process Recruitment process Gender equality scheme Tracking data	Recruitment process School policies Raising attainment boys in literacy Tracking progress PPMs	Good links with parents Assemblies School ethos Jigsaw PSHE scheme
Gender reassignment	Inclusive practices Admissions process Recruitment process Equality policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Admissions process School ethos Jigsaw PSHE scheme
Pregnancy and maternity	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk assessment	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure they are supported at work School ethos
Age	Employment/recruitment process	Recruitment process	Recruitment process School ethos
Religion and Belief	Admissions procedures Employment documents Balance of staff employed	Celebration of differences Curriculum Assemblies Yearly visit to different religious establishments	Celebration of differences Curriculum Assemblies Good links with parents School ethos School displays promote diversity Jigsaw PSHE scheme
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process Equality Policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Admissions process School ethos Jigsaw PSHE scheme

Our Equality Objectives

- To raise the percentage that make expected progress in Reading, Writing and Maths of children with Speech, Language and Communication needs.

- To support children in our alternative provisions to learn in their mainstream classroom for up to 50% of their learning time.

- To accelerate the progress of children new to English in reading and writing.

- To support children who are Black African, Black Caribbean and Turkish/Turkish Cypriot to achieve age related expectations.

- To continue to develop our key curriculum driver of diversity across the whole curriculum.