

# Lingfield Primary School

A Personal Best School



## Equality Information and Objectives Statement for Publication

*(public sector equality duty)*

|                         |             |
|-------------------------|-------------|
| Date Agreed             | Spring 2025 |
| Review Date: Policy     | Spring 2026 |
| Review Date: Objectives | Spring 2029 |

# Equality Information and Objectives Statement

## Introduction

Lingfield Primary School is committed to promoting a positive and diverse culture in which all staff and pupils are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with, especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

In accordance with the Public Sector Equality Duty (Section 149 of the Equality Act 2010), Lingfield Primary School has 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 following groups have been identified as key recipients in terms of the provision of this statement:

- Are being looked after or have been previously looked after (LAC/PLAC)
- Have special educational needs/learning difficulties and disabilities
- Are excluded or at risk of exclusion from school
- Are from a Gypsy, Roma, Traveller background
- Have English as an additional language
- Are missing in education
- Have a serious medical condition affecting attendance at school
- Are persistently absent
- Are young carers
- Are in receipt of free school meals
- Children whose families are being supported through Early Help
- Children who have a Child in Need Plan or a Child Protection Plan
- Pupils who are exploring their gender identity

At Lingfield Primary School we are committed to ensuring that every pupil is able to achieve their Personal Best. We recognise that some pupils may face additional barriers to learning or participation and we work proactively to remove these barriers so that all pupils can thrive, belong and succeed within our school community.

## **Compliance**

Compliance with the Equality Act 2010 is the responsibility of all members of staff. Lingfield Primary School will not tolerate any form of direct or indirect discrimination, harassment or victimisation. Any breach of this statement may lead to disciplinary action.

## **Protected Characteristics**

The Equality Act 2010 identifies nine protected characteristics upon which discrimination is unlawful:

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

The protection relating to marriage and civil partnership applies to employees only.

For further information on types of unlawful discrimination see Appendix 1.

## **Admissions**

Our admissions criteria are defined under the admissions policy and are applied consistently to every pupil, irrespective of any protected characteristic.

## **Curriculum**

The curriculum is crucial to tackling inequalities for pupils, including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum.

Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any pupil in the provision of education or access to any benefit, facility or service including educational trips, work experience and leisure activities.

## **Exclusions**

The decision to exclude a pupil for a fixed period or permanently is a last resort. Our exclusion criteria are defined under the exclusions policy and are applied consistently to every pupil, irrespective of any protected characteristic.

## **Harassment and Bullying**

Lingfield Primary School recognises that harassment or bullying relating to any protected characteristic is unacceptable. All incidents will be dealt with in line with the school's behaviour and anti-bullying policies.

We are committed to creating a safe environment where pupils feel respected, valued and able to learn without fear of discrimination or prejudice.

## **Equality Objectives**

The school will set and publish specific equality objectives to further the aims of the Public Sector Equality Duty. These objectives will be reviewed at least every four years and progress towards them will be monitored regularly.

## **Monitoring and Review**

Equality information will be reviewed annually to ensure that the school continues to meet its obligations under the Equality Act 2010 and that practice reflects the needs of our pupils and community.

## **Reporting and recording incidents of discrimination and harassment**

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident).

## **Complaints and grievances**

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

## **Implementation, monitoring, evaluation and review**

The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the 'equality and diversity policy' is the Headteacher.

The designated member of staff is also responsible for ensuring that all young people, staff, parents/carers and placing local authorities are aware of our policy. Additional support would

also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available for inspection on the premises during office hours and an electronic copy is posted on our website <https://www.lingfieldprimaryschool.com/>.

This policy document will be reviewed and publicised in writing, at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

## **Lingfield Primary School Equality Objectives**

### **Equality Objectives**

In line with the Equality Act 2010 and the Public Sector Equality Duty, the school sets equality objectives to address the most significant issues identified through data analysis and consultation.

Our equality objectives are reviewed every four years and progress is monitored annually. Current objectives include:

- To reduce gaps in attainment, progress and attendance for vulnerable groups, including pupils with SEND, disadvantaged pupils and those with protected characteristics.
- To increase pupils' understanding of diversity, respect and inclusion through curriculum development and enrichment opportunities.
- To ensure reasonable adjustments are consistently implemented so that pupils with disabilities can fully access learning and wider school life.

### **Monitoring and Evaluation**

The effectiveness of this policy is monitored through regular review of pupil outcomes, attendance, behaviour, exclusions, and safeguarding data, analysed by protected characteristics where appropriate.

Senior leaders and governors review equality information annually to identify strengths, areas for development and any necessary actions. Findings inform school improvement planning and staff training priorities.

The school ensures that published data does not identify individual pupils and complies with data protection requirements.

### **Equality Considerations in Decision-Making**

The school gives due regard to equality considerations when making significant decisions, developing policies, or planning activities. This includes assessing the potential impact on pupils, staff and families with protected characteristics.

Where relevant, reasonable adjustments are made to minimise disadvantage and promote inclusion. Equality considerations are reviewed alongside risk assessments for trips, events and curriculum changes.

### **Consultation and Engagement**

The school recognises the importance of listening to the views of pupils, parents/carers and staff in promoting equality, diversity and inclusion.

Feedback is gathered through pupil voice activities, parent communication, staff meetings and surveys, and this feedback is used to inform policy review, practice and improvement planning.

## 1. Types of unlawful discrimination

- **Direct discrimination** occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex sexual orientation).
- **Discrimination by association** is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- **Perception discrimination** is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.
- **Indirect Discrimination** occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.
- **Discrimination arising from disability** occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment. Discrimination arising from disability is different from direct and indirect discrimination.
- **Harassment** occurs when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.
- **Third-party harassment** occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of the school and the harassment relates to a protected characteristic.
- **Victimisation** occurs when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves) who has been subject to any of the above.

Any individual making allegations of a false, malicious or vexatious nature would not be protected against victimisation and will be subject to disciplinary action.

The designated senior member of staff with overall responsibility for all equality and diversity matters at Lingfield Primary School is the Headteacher. The role of the Designated Person is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance
- Ensure that Lingfield Primary School complies with equality legislation
- Ensure all policies, practices and procedures, associated with equality and diversity, including admissions, curriculum, recruitment and selection are implemented
- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may work with Lingfield Primary School
- Ensure that all staff are aware of and follow Lingfield Primary School's policy; and receive appropriate equality and diversity training, in accordance with their roles and responsibilities
- Take 'all reasonable steps' to prevent discrimination, harassment and victimisation from taking place
- Take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with Lingfield Primary School's policies, procedures and guidance.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation
- Support and participate in any measures introduced to promote equality and diversity
- Actively challenge discrimination and disadvantage in accordance with their responsibilities
- Report any issues associated with equality and diversity in accordance with this policy.

It is important to appreciate that an employee is *personally responsible* for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee caught doing so will be subject to disciplinary action.

## **Appendix 2 - Definitions**

*Equality* means ensuring that individuals are not treated less favourably because of a protected characteristic.

*Equity* recognises that individuals may need different levels of support to achieve fair outcomes.

*Inclusion* refers to creating an environment where all pupils feel valued, respected and able to participate fully in school life.