

HOMEFIELD PRIMARY SCHOOL & SSC
Aiming high together



Equality Statement
(Statutory Statement)

Reviewer: Di South

Reviewed and approved by Full Governors: 10/12/2025

Next Update: December 2028



Homefield Primary School and SSC Equality Statement and Plan

Equalities Statement

The public sector equality duty (PSED), introduced by the Equality Act 2010 requires schools to prepare and publish equality objectives at least every four years. Homefield is committed to ensuring equality of provision throughout the school community, and expects all staff, Governors and volunteers to share this commitment. We work co-productively with multi agencies and endeavour to support all our families. We keep the needs of the learner at the centre of all our decision making.

The Equality Act replaced all existing equality legislation. Schools cannot unlawfully discriminate against the **Protected Characteristics**:

1. Age: Protects individuals from discrimination based on their age.
2. Disability: Safeguards those with physical or mental impairments that substantially affect their daily activities.
3. Gender Reassignment: Protects individuals who are transitioning from one gender to another.
4. Marriage and Civil Partnership: Protects individuals who are married or in a civil partnership from discrimination.
5. Pregnancy and Maternity: Protects women during pregnancy and maternity leave from discrimination.
6. Race: Includes colour, nationality, and ethnic or national origins.
7. Religion or Belief: Protects individuals based on their religious beliefs or lack thereof.
8. Sex: Protects individuals from discrimination based on their gender.
9. Sexual Orientation: Protects individuals based on their sexual orientation, including heterosexual, homosexual, and bisexual orientations.

Our policies and procedures ensure that there is equity of opportunity for all pupils at Homefield Primary and SSC and that all pupils and families are treated with respect and in an inclusive manner.

Disability

We will actively seek to:

- Promote equality of opportunity between people with disabilities and other people. This may include equitable practices
- Eliminate discrimination that is unlawful under the Act
- Eliminate harassment of people with disabilities that is related to their disability
- Promote positive attitudes towards people with disabilities
- Encourage participation by people with disabilities in public life
- Respect the wishes of children with a disability in an education setting so that they do not feel pushed into activities they do not wish to take part in

We will:

- Make reasonable adjustments to meet need. Transition meetings will address and needs of a child or family member who will need support
- Use role models to help raise awareness and understanding
- Encourage and support active engagement in the life of the school – positions of responsibility, sports, trips
- Challenge bullying – name calling and harassment
- Recruit applicants with a disability who meet the job specification
- Ensure that there is relevant training and CPD
- The law allows for schools to treat disabled pupils more favourably than non-disabled pupils, by making reasonable adjustments

Equality Duty

There are 2 parts to the duty – “General” and “Specific”

Equality Objectives for Homefield Primary School

In line with the Equality Act 2010 and the Department for Education's advice, Homefield Primary is committed to ensuring equality for all pupils, staff, and the wider community. Our equality objectives focus on promoting inclusion, tackling discrimination, and enhancing opportunities for all individuals, with particular attention to the needs of disadvantaged groups. The following objectives will guide our work over the next four years:

1. Improve Attainment and Progress for Disadvantaged Pupils

Objective: Ensure that disadvantaged pupils, including those with SEND, make progress in line with their peers, with a particular focus on narrowing the attainment gap in literacy, numeracy, and oracy.

Actions: Regular monitoring and targeted interventions will be implemented, with a focus on high-quality teaching and effective support mechanisms for disadvantaged pupils.

2. Promote Positive Mental Health and Well-being

Objective: Support and improve the social, emotional, and mental health of all pupils, with particular focus on disadvantaged pupils, those with SEND, and those from minority backgrounds.

Actions: Deliver a whole-school approach to mental health, integrating programs like mentoring, counselling, and resilience-building activities to ensure all children, especially those from vulnerable groups, feel supported.

3. Increase Representation and Inclusion Across the Curriculum

Objective: Ensure that the curriculum is inclusive, representative, and reflective of the diverse backgrounds, cultures, and identities of our pupils.

Actions: devise the curriculum to include diverse perspectives, resources, and role models, and provide opportunities for pupils to engage with different cultures, religions, and experiences to foster respect and understanding.

4. Ensure Equal Access to Extracurricular Activities and Opportunities

Objective: Provide equal opportunities for all pupils, especially disadvantaged and vulnerable groups, to participate in extracurricular activities and school events.

Actions: Identify and remove barriers to participation, including financial, social, or logistical factors, and ensure that all pupils have equal access to enrichment activities, including clubs, trips, and after-school programs.

5. Address and Prevent Discrimination, Harassment, and Bullying

Objective: Eliminate any form of discrimination, harassment, or bullying related to race, gender, disability, religion, or other protected characteristics.

Actions: Implement and regularly review anti-bullying policies, challenge all forms of bullying, and foster a positive, inclusive school culture where all pupils feel safe and valued.

6. Promote Equality in Staff Recruitment and Development

Objective: Ensure that staff recruitment, retention, and professional development opportunities are inclusive and equitable, providing equal opportunities for all staff regardless of their background or protected characteristics.

Actions: Regularly review recruitment and development practices to ensure fairness, offer training on diversity and inclusion, and foster a positive working environment for all staff.

7. Involve Parents and the Wider Community in Promoting Equality

Objective: Engage parents, carers, and the wider community in supporting and promoting equality within the school.

Actions: Strengthen communication with diverse parent groups, ensure accessibility of information and school events, and encourage active participation in school life, particularly from underrepresented or disadvantaged families.

These objectives will be reviewed through our monitoring and evaluation work - to assess progress, adjust strategies where needed, and ensure that the school continues to provide a fair, inclusive, and supportive environment for all.