

## **Equality Statement**

### **Our school commitment**

Our school makes all members of our community feel welcome and valued. Our vision and values promote inclusivity and equality and tackle discrimination. We have high expectations for all our pupils irrespective of age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

Our equalities statement is guided by some core principles:

- All learners are of equal value;
- We recognise and respect difference;
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality that already exist.

### **At Holbeach Primary School:**

- We try to ensure that everyone is treated fairly and respectfully.
- We want to make sure that our school is a safe and secure place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
  - Age.
  - Sex
  - Race
  - Disability
  - Religion or belief.
  - Sexual identity and orientation.
  - Gender identity (they have reassigned or plan to reassign their gender).
  - pregnancy or maternity
- We recognise that some pupils need extra support to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and are involved in our decisions, especially pupils, parents and those of us who can be treated less favourably.
- We promote community cohesion (under the Education and Inspections Act 2006).
- We eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010).

### **At Holbeach Primary School, we are active in our commitment to equalities.**

We advance equality of opportunity and foster good relations. We take steps to tackle disadvantage and meet the needs of particular individuals and groups of students with protected characteristics.

The following are examples only of the range of activities

- Disability: our building is fully DDA compliant. Our SENDCO provision ensures that reasonable adjustments are made for students with other disabilities. Auxiliary aids and services can be provided as 'reasonable adjustments' and each case is judged individually.
- Ethnicity and race including EAL: racism, in all forms is dealt with swiftly and consistently, in line with our behaviour policy. We report to Governors on any racist incidents and would seek further support, for example from the Local Authority, where necessary.

- Gender: We treat all genders with equal respect and do not use gender-specific language to categorise activities, behaviours or expectations. We do not tolerate sexist language or behaviour and address it swiftly. Where we identify underachievement in a gender group, we develop flexible programmes to safeguard their learning.
- Gender reassignment: We avoid using gender-specific language. If a child identifies themselves as transgender, we work sensitively with other agencies and parents where possible to meet his or her needs. Transgender bullying is dealt with in line with our Behaviour Policy.
- Pregnancy and maternity: Should a child at Holbeach become pregnant, safeguarding and child protection procedures would be followed. The wellbeing of the child would be at the forefront of any decision-making and support.
- Religion and belief: we are a secular school, but we support young people's faith development. We offer a full RE curriculum to all pupils, through which pupils learn about the major religions and learn to respect religious diversity. The curriculum is in line with the Agreed Syllabus for Lewisham.
- Sexual Orientation: We aim to promote equality and tackle discrimination at all times. We offer a comprehensive RSE curriculum, through which pupils learn to respect and value difference and diversity. Any homophobic incidents are dealt with immediately, in line with our behaviour policy. We report any such incidents to the Governing Body.

Essentially, we believe that Equality does not mean treating everyone the same; it means treating people fairly, with respect, having regards for their rights and wishes. Sometimes this means giving people extra help so they have the same chances.

### **General duty**

Public bodies including schools and settings have a general duty to have due regard when making decisions and developing policies, to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

### **Specific duty**

To help schools and maintained EYFS settings in England meet the general equality duty, there are two specific duties that they are required to carry out. These are:

- To publish information to demonstrate how they are complying with the equality duty.
- To prepare and publish one or more specific and measurable equality objectives.

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives
  - to do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
    - Attendance
    - Attainment
    - Exclusions
    - Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

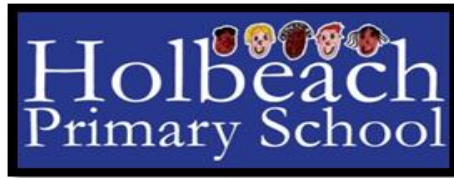
We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

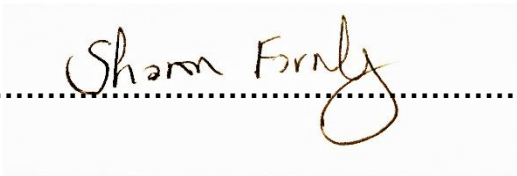
#### Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice to prevent any incidents. If incidents still occur we address them immediately.



## **Equalities Statement**

**Chair of Governors:** *Sharon Farnley* (please print name)

**Signed:** .....  


**Headteacher:** *Tom Bulpitt* (please print name)

**Signed:** .....  


**Date of Policy:** September 2025

**Date of Review:** September 2026