



ORWELL PARK SCHOOL

Equality Information and Objectives Statement

Reviewed by: JCK (July 2025)

Approved by: Chair of Governors

Next Review Due: July 2028

Introduction

At Orwell Park School, we are committed to promoting equality of opportunity, eliminating discrimination, and fostering positive relationships among all members of our school community. We aim to provide a welcoming, inclusive environment where every pupil, staff member, and family is treated with respect, kindness, integrity, collaboration, courage and spirit which are our school values.

This statement outlines how we meet our duties under the Equality Act 2010 and the Public Sector Equality Duty.

Our Legal Duties

As a school, we are required to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

We are also required to publish:

- Information to demonstrate how we are meeting our equality duties.
- At least one equality objective, reviewed every four years (or sooner if appropriate).

Protected Characteristics

We recognise and promote equality in relation to the following protected characteristics:

- Age

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

Equality Information

We gather and use data to identify any areas where pupils or staff may be disadvantaged or underrepresented. This includes:

- Monitoring attainment, progress, behaviour, and wellbeing by pupil group.
- Supporting staff and pupils with disabilities or additional needs.
- Consulting regularly with pupils, parents, staff, and governors.
- Providing training to staff on equality and inclusive practices.

Equality Objectives (2024–2028)

Our current equality objectives are:

1. To reduce barriers to learning for pupils with SEND or disabilities, ensuring they access a broad, balanced and inclusive curriculum.
2. To promote inclusive teaching practices through staff training and professional development, with a focus on disability awareness and neurodiversity.
3. To ensure all pupils see themselves represented in the curriculum, school life and leadership opportunities, regardless of background or protected characteristics.
4. To develop pupil voice by actively including underrepresented groups in decision-making processes (e.g. school council, focus groups).
5. To monitor and address any inequalities in pupil achievement, attendance or behaviour based on race, gender, or other protected characteristics.

We will review these objectives annually and update them as needed to reflect our evolving school community.

Monitoring and Review

- This statement and our equality objectives are reviewed annually by the Senior Leadership Team and Governing Board.
- Progress is monitored termly and reported as part of the school's strategic planning and self-evaluation cycle.
- The next full review is due in 2028, or sooner if required.