

Hanbury CE First School

Equality, Diversity and Inclusion Policy

June 2026

Adopted by	Hanbury CE First School Governing Body
Governors' Committee Responsible	Resources Committee
Status & Review Cycle	Every 4 years
Staff Lead	Headteacher
Date of approval	June 2026
Review date	June 2030

Our Vision...

Flourishing Through Love and Nurture

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. 5 It does not dishonour others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. 6 Love does not delight in evil but rejoices with the truth. 7 It always protects, always trusts, always hopes, always perseveres.

1 Corinthians 13: 4-7

We flourish because:

**We are a family founded on love and nurture
We build resilience for life
We are outward looking
We celebrate every step forward**

1. Statement of Commitment

Hanbury CE First School is committed to promoting equality, diversity and inclusion for all members of our school community.

In accordance with our Christian vision and values, we believe that every individual is uniquely valued and should be treated with dignity, fairness and respect.

We are committed to ensuring equality of opportunity and eliminating unlawful discrimination, harassment and victimisation. We aim to create an inclusive environment where all pupils, staff, parents, carers and visitors feel welcomed, respected and able to participate fully in school life.

The school will comply with all relevant equality legislation, including the Equality Act 2010.

2. Aims

The school aims to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster positive relationships between people from different backgrounds.
- Promote respect, understanding and inclusion.
- Ensure all pupils can achieve their full potential.
- Remove barriers to participation and achievement.
- Provide a learning environment where diversity is celebrated.

3. Legal Framework

This policy has due regard to:

- Equality Act 2010
- Public Sector Equality Duty (Section 149 Equality Act 2010)
- Human Rights Act 1998
- Special Educational Needs and Disability Code of Practice
- Keeping Children Safe in Education
- Education and Inspections Act 2006
- School Premises Regulations
- Relevant Department for Education guidance

4. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination based on the following characteristics:

These may not all be applicable to both children and adults.

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

- Marriage and civil partnership

5. Public Sector Equality Duty

The school recognises its responsibilities under the Public Sector Equality Duty and will have due regard to the need to:

Eliminate discrimination

By preventing and addressing unlawful discrimination, harassment, bullying and victimisation.

Advance equality of opportunity

By identifying and removing barriers, providing support where needed and enabling all pupils and staff to participate fully.

Foster good relations

By promoting understanding, respect and positive relationships between people from different backgrounds.

6. Promoting Equality Through the Curriculum

The curriculum plays a central role in promoting equality and inclusion.

The school will:

- Provide an inclusive curriculum accessible to all learners.
- Promote respect for diversity and difference.
- Challenge stereotypes and prejudice.
- Reflect diverse cultures, communities and experiences.
- Encourage pupils to develop empathy, understanding and respect.
- Celebrate local, national and global diversity.
- Promote British Values and mutual respect.

Teaching materials will be reviewed regularly to ensure they support equality and inclusion.

7. Equality in Teaching and Learning

The school will:

- Monitor pupil progress and attainment.
- Identify and address achievement gaps.
- Use assessment information to support individual pupils.
- Ensure equal access to educational opportunities.
- Provide appropriate support and interventions.
- Make reasonable adjustments where required.
- Promote high expectations for all pupils.

8. Special Educational Needs and Disabilities (SEND)

The school is committed to ensuring that pupils with SEND and disabilities are fully included in all aspects of school life.

We will:

- Comply with the SEND Code of Practice.
- Make reasonable adjustments where required.
- Remove barriers to learning and participation.
- Work closely with parents, carers and external agencies.

- Ensure pupils with SEND are able to participate fully in school activities.

9. Accessibility

The school will implement and review its Accessibility Plan in accordance with Schedule 10 of the Equality Act 2010.

The school will seek to:

- Increase access to the curriculum.
- Improve the physical environment.
- Improve access to information.
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Accessibility objectives will be reviewed every three years.

10. Admissions

Admissions arrangements are fair, transparent and compliant with relevant legislation.

The school will not unlawfully discriminate against any pupil or prospective pupil based on a protected characteristic. As a Local Authority school the Worcestershire County Council admissions policy and have adopted the Local Authority Preschool admissions policy.

11. Behaviour, Bullying and Prejudice

The school has a zero-tolerance approach to discrimination, prejudice, harassment and bullying.

Any incidents involving:

- Racism
- Sexism
- Homophobia
- Biphobia
- Transphobia
- Disability-related prejudice
- Religious prejudice
- Other discriminatory behaviour

will be taken seriously, investigated promptly and dealt with in accordance with school policies. All incidents will be recorded and monitored.

12. Online Safety

The school recognises that discriminatory behaviour can occur online.

Incidents involving prejudice, bullying or harassment through digital platforms or social media will be managed through safeguarding, behaviour and online safety procedures.

13. Equality in Employment

The school is committed to fair and equitable employment practices.

Recruitment, selection, promotion, training and professional development opportunities will be based on objective criteria and free from unlawful discrimination.

The school will:

- Monitor recruitment and retention.
- Provide equal access to training opportunities.

- Promote an inclusive workplace culture.
- Support staff wellbeing.
- Address any allegations of discrimination promptly.

14. Monitoring and Equality Information

The school will collect and analyse information relating to:

Pupils

- Admissions
- Attendance
- Attainment and progress
- Exclusions
- Participation in school activities

Staff

- Recruitment
- Retention
- Training opportunities
- Grievances
- Workforce profile information where appropriate

This information will be used to identify trends, address inequalities and inform future planning. Equality information will be published in accordance with statutory requirements.

15. Equality Objectives

The school will publish specific and measurable equality objectives and review them at least every four years.

Current objectives will be published on the school website through this policy and monitored by governors.

16. Roles and Responsibilities

Governing Board

The governing board will:

- Ensure compliance with equality legislation.
- Monitor equality objectives.
- Review equality information.
- Hold leaders accountable for implementation of this policy.

Headteacher

The Headteacher will:

- Lead implementation of this policy.
- Promote an inclusive culture.
- Ensure staff receive appropriate training.
- Monitor equality data.
- Report to governors annually.

Staff

All staff will:

- Treat all individuals with dignity and respect.
- Promote equality and inclusion.
- Challenge discriminatory behaviour.
- Report incidents appropriately.
- Act in accordance with this policy.

17. Monitoring and Review

This policy will be reviewed every three years, or sooner if there are changes to legislation, statutory guidance or local circumstances.

The Governing Board will monitor implementation through regular reports and review of equality information and objectives.

Equality Objectives 2026-2030

Equality Objective 1

Reduce attainment gaps for SEND and disadvantaged pupils.

Equality Objective 2

Promote understanding and respect for diversity through curriculum and collective worship.

Equality Objective 3

Improve accessibility and engagement for pupils and families with additional needs.

Equality Objective 4

Improve Attendance for Vulnerable Groups

Objective 1: Improve Outcomes for Vulnerable Learners

Aim: Reduce attainment gaps between vulnerable groups and their peers.

Success Measures:

- Termly monitoring of attainment and progress data for SEND pupils, disadvantaged pupils and pupils with disabilities.
- Identified attainment gaps reduced over the four-year period.
- Targeted interventions evaluated for effectiveness.

Evidence Sources:

- Assessment data
- SEND reviews
- Governor standards reports

Objective 2: Promote Diversity Through the Curriculum

Aim: Ensure pupils develop an understanding of and respect for people from different backgrounds, cultures, faiths and family structures.

Success Measures:

- Curriculum audit completed annually.
- Diverse representation evident across curriculum resources.
- Annual pupil survey demonstrates positive attitudes towards diversity and inclusion.
- Equality and diversity themes embedded within collective worship, PSHE and RE.

Evidence Sources:

- Curriculum plans
- Pupil voice surveys
- Monitoring records

Objective 3: Improve Accessibility for All Families

Aim: Ensure school communication is accessible and inclusive.

Success Measures:

- Key information available in alternative formats where required.
- Improved engagement with parents of pupils with SEND.
- Parent surveys indicate increased satisfaction with communication.

Evidence Sources:

- Parent surveys
- SEND parent feedback
- Communication records

Objective 4: Improve Attendance for Vulnerable Groups

Aim: Reduce attendance gaps between vulnerable groups and the whole-school average.

Success Measures:

- Attendance of disadvantaged and SEND pupils monitored termly.
- Attendance gaps reduced over the four-year period.
- Early intervention procedures implemented consistently.

Evidence Sources:

- Attendance data
- Governor reports