



**MOSAIC**  
**LEARNING TRUST**  
Raising Aspirations,  
Empowering Futures

# EQUALITY POLICY



Reviewed by:	Local Governing Body
Policy owner:	Headteacher
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## Contents

1. Equality Information and Objectives	3
2. School Ambassadors	3
3. Review	5

## 1. Equality Information and Objectives

As a school we welcome our responsibilities under the Equality Act 2010. The general responsibilities are:

- To eliminate discrimination
- Advance equality opportunities
- Foster and promote good relations.

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (biological aspect)
- Transgender (covered within the Gender Reassignment)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

To meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. Persistent discrimination of these characteristics will result in the school's Anti-bullying Policy and the 'Seven Steps Approach' being followed.

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:
  - Admissions
  - 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 also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion. 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 2000.

## 2. School Ambassadors

Our School Ambassadors have worked with their classes and the Headteacher, to understand the importance of this policy and how it affects everyone's behaviours. Here is a joint statement from them, explaining how we ensure equality at Golborne Community Primary School:

*'We believe that we must all show respect to our peers and other adults in and around school by ensuring we are making the right moral choices with our words and actions. We should ensure we are tolerant of all differences using our social skills appropriately to insure we are always fully inclusive of everybody and have a cultural understanding of the world around us.'*

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 in order to prevent any incidents. If incidents still occur, we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support. We believe that promoting Equality is the whole school’s responsibility:

School Community	Responsibility
Local Governing Board	Involve the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. To monitor progress in relation to these objectives.
Headteacher	To work with the governing board to ensure all of the above is conducted. Promote key messages to staff, parents/carers and pupils regarding equality. To ensure all staff understand they have the responsibility to report and record any prejudice that occurs.
Senior Leadership Team (SLT)	To support the Headteacher. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents
Non-Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated support colleagues within the school community Ensure that you are aware of your responsibility to record and report prejudice related incidents.

Parents/carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school website breaches.

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

Monitor and review every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

### 3. Review

**Reviewed:** April 2025

**Reviewed by:** The Local Governing Board, School Ambassadors and Headteacher

**Next review date:** April 2028