
Equality Information and Objectives

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Park Street Church of England Primary School

Equality Information and Objectives

1. Aims

At Park Street Church of England Primary School, we are committed to ensuring equality of opportunity for all members of our school community, regardless of their background or characteristics. Our ethos is built on respect, inclusion, and fairness, in line with our Christian values.

In compliance with the Public Sector Equality Duty (PSED), we aim to:

- Eliminate discrimination and any conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity by removing barriers and ensuring fair access to learning and success.
- Foster good relations by promoting understanding, respect, and a strong sense of belonging in our diverse school community.

Our approach is proactive, ensuring that equality is embedded in policy, practice, and culture, creating a school environment where all children and staff can flourish.

2. Legislation and Guidance

This document aligns with:

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- The Department for Education (DfE) guidance on the Equality Act 2010 and Schools

3. Roles and Responsibilities

The Governing Board

- Ensures compliance with equality legislation.
- Reviews and approves equality objectives.
- Monitors progress and holds the leadership team accountable.

The Headteacher and Senior Leadership Team

- Develops and implements the equality objectives.
- Embeds equality into school policies, teaching, and practices.
- Monitors impact and reports annually to governors.

All Staff

- Uphold the school's commitment to equality in their teaching and interactions.
- Challenge discrimination and promote inclusivity.

Pupils and Parents

- Support the school's values and contribute to a culture of respect and understanding.

4. Eliminating Discrimination

We take active steps to ensure discrimination does not occur in any form, including:

- Embedding equality principles in school policies and procedures.
- Providing staff training on the Equality Act and inclusive practice.
- Regularly reviewing behaviour data to ensure fair treatment for all pupils.
- Maintaining Anti-bullying and Prejudice Incidents policies to tackle discrimination.
- Review school trips, recruitment, and curriculum decisions for inclusivity.

5. Advancing Equality of Opportunity

We will ensure that:

- Data is monitored to track outcomes for different groups of pupils.
- Barriers to learning are identified and removed through targeted support.
- All pupils have access to a broad and diverse curriculum.
- Pupil Premium and SEND provision are used effectively to reduce attainment gaps.

6. Fostering Good Relations

To promote positive relationships and understanding, we will:

- Celebrate diversity through the curriculum, assemblies, and school events.
- Promote inclusion in all aspects of school life, ensuring all pupils feel valued.
- Engage with parents and the wider community to encourage shared learning and experiences.

7. Equality Objectives 2025-2029

Our school has identified two key objectives to drive progress in equality. These will be reviewed annually and updated every four years in line with statutory requirements.

Objective	Actions	Intended Impact	Notes on progress, March 2026
Monitor and Support Pupils in Receipt of Pupil Premium	Governors to receive termly reports on progress and well-being of pupils in receipt of Pupil Premium Ensure targeted support is in place, including access to academic interventions, pastoral support, and enrichment opportunities. Regularly review and evaluate the impact of Pupil Premium funding.	Pupils in receipt of Pupil Premium receive tailored support to thrive academically and personally. The school maintains a strong focus on equity in learning and well-being.	Link governor very proactive in conducting monitoring visits on this topic. Governors are receiving reports and actively monitoring progress. Termly pupil progress meetings conducted with teachers. Good outcomes from Y6 2024/5. Increase in PP numbers in the school.
Ensure Effective Curriculum Adaptations for SEND Pupils	Provide training and guidance to staff on how to make effective curriculum adaptations for pupils with SEND. Regularly monitor and review adaptations to ensure they are effective. Use pupil feedback and progress tracking to refine teaching approaches.	Pupils with SEND can confidently apply their learning in all foundation subjects. Staff are well-equipped to make meaningful adaptations that support SEND learners.	Staff have termly training with SENDCO on completing pupil support plans on Provision Map. Termly pupil progress meetings conducted with teachers. Children with SEND have passport where they provide feedback.

8. Monitoring Arrangements

- Equality objectives will be reviewed annually by the Headteacher and Governing Board.
- Updates will be published on the school website.

- Progress will be measured using pupil achievement data, behaviour records, and feedback from staff, pupils, and parents.