



Gatten and Lake Primary School
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Equality Information & Objectives

May 2026

Signed: 

Headteacher: Mrs Rebecca Day

Date: 21/05/26

Signed: 

Chair of Governors: Mr Dave Smithers

Date: 21/05/26

Review Date: May 2030

1.1 Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it. .

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, visitor or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

1.2 Roles and Responsibilities

The Governing Board will:

- Ensure the equality information and objectives as set out in this statement are published and communicated throughout the schools, including to staff, pupils and parents and that they are reviewed and updated at least once every four years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving objectives and report back to governors

The designated members of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Feedback to the governing body annually
- Monitor, update and review all data and information relating to Equality
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

1.3 Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Data relating to prejudicial incidents will be collated and reviewed and targeted support will support those that are a victim or perpetrator.

Staff training will also support how to work with individuals if the need arises.

1.4 Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Respectful of others
- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. (Inclusivity is about ensuring every child has equal opportunities to succeed and feel a sense of belonging).
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

The school aims to foster good relations between those that share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, PSHE but also other curriculum areas, such as English, art, History, etc.. In English for example the children will be exposed to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes organising school visits and activities based around the community including to different places of worship.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. Our pupil voice representatives are from different year groups and are formed with pupils from a range of backgrounds. All pupils are encouraged to participate in the schools activities, such as sports clubs.

1.5 Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

Staff and Governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed in the meeting, it is recorded in the minutes.

Staff and Governors complete training on the Equality Act every year.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

1.6 Diversity and representation

We ensure that all groups are represented in the school community, however also run democratic decision making.

Our pupil voice representatives are from different year groups and are formed with pupils from a range of backgrounds.

All pupils are encouraged to participate in the school's activities, such as sports clubs.

1.7 Inclusion

Inclusion is one of our four school values.

Inclusivity is about ensuring every child has equal opportunities to succeed and feel a sense of belonging. We adapt activities to meet different learning needs, celebrate diversity and encourage children to appreciate each other's strengths. We make sure all children are included in discussions, play and group work so that everyone feels involved and supported.

1.8 Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

1.9 Equality Objectives

Objective One Eliminating Discrimination	To develop pupils understanding of Equality and Diversity through the Curriculum
Why have we chosen this objective?	The school curriculum provides an opportunity for teaching pupils about the protected characteristics. For example, in our predominantly white British context, it is very important that we teach children about a range of cultures to promote respect.
How will this be measured and evaluated?	To achieve this objective, we plan to: use a range of texts that further enhances children’s understanding of equality, diversity and inclusion. We will work with the children to audit diversity within our school. To have a working party of children and parents/carers that can help to support and evaluate our current provision. To look at the school/classroom environments and ensure that they are reflecting diversity. Pupil/parent surveys will show that both parents and pupils understand how the school promotes equality, diversity and inclusion.
Progress	
Objective Two Advancing Equality of Opportunity	To further develop the range of diverse visitors into school and make links further afield. To sue the school’s own community and ensure we are utilising and celebrating it as much as possible.
Why have we chosen this objective?	Despite being a predominantly White British community, we have different languages spoken within the school, different religions, different ethnicities and children joining the schools communities from overseas. As a staff we feel we are not utilising our community to its advantage and this could be further developed. We are also seeking to make links with other schools and communities in the wider world. When planning, staff will consider visits and visitors which may promote equality, diversity and inclusion.
How will this be measured and evaluated?	Monitoring of the Curriculum and teaching and learning. Celebration events and visits out as well as visitors into school to ensure that the school community is being reflected and celebrated.
Progress	
Objective Three Fostering good relations	To increase pupil’s understanding of the protected characteristics and to help children respect these characteristics
Why have we chosen this objective?	We want our children across the Federation to show tolerance, understanding and respect for people who may have different characteristics or needs to them.

How will this be measured and evaluated?	We will measure this through pupil voice discussions and surveys. Class assemblies and year group assemblies will regularly promote and revisit the protected characteristics. Texts which support the protected characteristics to be displayed.
Progress	

1.10 Monitoring Arrangements:

The equality leads will monitor and update the equality information we publish at least every year.

This document will be reviewed by the Governing Body and Headteacher at least every Four years, however will be monitored annually.

1.11 Links with other policies

- Both schools accessibility plans
- Equality Policy