



Equality and Diversity Policy

St Peter & St Paul CE Primary School

Autumn 2026

Review: Autumn 2027

Policy owner: Headteacher / Inclusion Lead

Approved by Governing Body: October 2026

Next review: Autumn 2027

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Our vision and objectives for equality and diversity

We are distinctively Christian in our ethos and outlook and are inclusive of all. At the heart of our school are our Christian values: courage, kindness, hope, forgiveness, respect and fairness. We welcome those of all faiths and none and aim to celebrate joys, failures and successes in partnership with parents and the community.

We acknowledge and welcome diversity among children, staff, governors, parents, carers, volunteers and visitors. We will not discriminate against anyone on the grounds of age, disability, gender reassignment (transgender), pregnancy and maternity, race, religion or belief (including no belief), sex (gender), sexual orientation, marriage and civil partnership or any other unfair grounds. We will take reasonable steps to ensure equality of opportunity, to eliminate unlawful discrimination and harassment, to advance equality of opportunity and to foster good relations between different groups.

2. Definitions

Equality: fairness and equality of opportunity. Advancing equality may require treating people differently to meet different needs and remove barriers so everyone can participate fully.

Diversity: valuing people as individuals and learning from differences, visible and non-visible.

Intersectionality: recognition that people may experience disadvantage because of a combination of characteristics; the school will consider overlapping identities



when planning provision and monitoring outcomes.

Protected characteristics: under the Equality Act 2010 these are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Perceived characteristics or association with someone who has a protected characteristic are treated the same as actual characteristics.

3. **Purpose and scope**

This policy sets out St Peter & St Paul CE Primary School's commitment to promoting equality and diversity across all aspects of school life. It applies to:

- Governors
- Staff
- Children
- Parents and carers
- Contractors
- Visitors

and covers all school activities on and off-site, including trips, clubs, online provision, admissions, exclusions, recruitment, supply staff and governance.

We will meet our Public Sector Equality Duty (PSED) by:

- Eliminating unlawful discrimination, harassment and victimisation;
- Advancing equality of opportunity between people who share a protected characteristic and those who do not;
- Fostering good relations between different groups.

4. **Roles and responsibilities**

All members of the school community have a part to play in implementing this policy.

Governing Body

- Oversee and approve the equality policy and objectives.
- Receive termly reports on equality monitoring, incidents and progress against objectives.
- Ensure resources and training are provided to meet objectives.

Headteacher / Senior Leadership Team

- Implement the policy day-to-day.
- Ensure staff are aware of responsibilities and receive appropriate training and support.
- Ensure incidents are recorded, investigated and actioned within set timescales.

Inclusion Lead



- Lead on equality monitoring and reporting.
- Maintain the central diversity incident log.
- Coordinate reasonable adjustments and accessibility measures.
- Report termly to governors on progress and data.

Staff

- Implement the policy in their work, challenge inappropriate behaviour, make reasonable adjustments and record incidents as required.
- Promote equality and diversity through curriculum and classroom practice.

Children

- Are taught about equality, diversity and mutual respect as part of Personal Development, RE, PSHE and wider curriculum. Child-friendly summaries of this policy are used to support understanding.

6. **Recruitment, training and reasonable adjustments**

Recruitment and workforce

- Recruitment, selection, promotion and training processes will be fair and transparent and comply with equal opportunities legislation.
- The school will monitor recruitment and workforce data by protected characteristic (anonymised) and act on trends to ensure equality of opportunity.

Training and CPD

- All staff and governors receive equality, diversity and inclusion training at induction and ongoing CPD, including unconscious bias, safeguarding vulnerabilities related to protected characteristics, inclusive classroom practice and reasonable adjustments for SEND.
- Subject and phase leaders identify subject-specific CPD needs and request support from SLT.

Reasonable adjustments and accessibility

- The school will make reasonable adjustments to increase access to the curriculum, school buildings and communication of information. Examples include differentiated resources, alternative formats, access arrangements for assessments, assistive technology and physical access improvements. Details are set out in the Accessibility Plan.
- Requests for adjustments should be made to the Inclusion Lead or Headteacher and will be considered promptly.

7. **Monitoring, reporting and data protection**

Monitoring and data collection



We will collect, analyse and report anonymised equality data regularly on:

- Pupil attainment and progress by protected characteristic (including disadvantaged, SEND, EAL)
 - Attendance and punctuality by protected characteristic
 - Exclusions, behaviour incidents and rewards by protected characteristic
 - Access to extracurricular activities and leadership opportunities
 - Recruitment, promotion and training for staff and governors
- Data will be analysed to identify gaps, trends and appropriate actions. Findings and actions will be reported to governors termly and published annually on the school website.

Incident recording, timescales and oversight

- All incidents related to protected characteristics (including perceived or associated characteristics) will be logged on the school's central diversity incident log within 24 hours.
- Investigations will be started and a preliminary response provided within 5 school days. A full investigation should be concluded as soon as reasonably practicable; outcomes and support will be communicated to those involved.
- The Inclusion Lead is responsible for oversight and for ensuring appropriate support for victims and for monitoring recurrence.

Data protection and confidentiality

- All personal data gathered under this policy will be processed in line with the Data Protection Act and GDPR. Records are kept securely; access is limited to those who need it. Anonymised summaries are used for reporting.

8. **Bullying, diversity incidents and complaints**

Bullying and harassment — children

- Bullying and harassment by children of other children, staff, parents, visitors or contractors on the basis of identity, perceived characteristic or association is unacceptable.
- Incidents will be logged, investigated and dealt with according to the Anti-Bullying Policy and Behaviour Policy, with appropriate restorative actions and support for victims recorded and monitored.

Adults (staff and governors)

- Discrimination or harassment by adults is treated as serious misconduct. Allegations will be investigated by the Headteacher and may result in disciplinary action and, if appropriate, referral to the police.

Complaints and escalation



- Complaints relating to equality or diversity should be raised with the Headteacher in writing within 10 school days where possible. The Headteacher will respond within 10 school days.
- If unresolved, complaints may be escalated to the Chair of Governors and then to the Local Authority or Secretary of State as appropriate.
- Where complaints involve safeguarding concerns, the LADO or other safeguarding procedures will be followed.

9. Accessibility and publication

- This policy and the school's Equality Objectives, Accessibility Plan and relevant monitoring reports are published on the school website.
- The policy is available in alternative formats (large print, translated) on request.
- We will provide child-friendly and parent summaries and will reinforce the policy through assemblies, curriculum activities and communications.

10. Links to other policies

- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- Accessibility Plan
- Safeguarding Policy
- Staff Recruitment and Selection Policy
- North Lincolnshire Council's Equality, Diversity and Inclusion Strategic Framework: <https://www.northlincs.gov.uk/community-advice-and-support/equality-diversity-and-inclusion/>

Minor drafting and consistency

- Terminology throughout the policy uses "child" when referring to learners.
- Typographical errors have been corrected (e.g., "gender identity").
- The policy clarifies the nine protected characteristics and notes the PSED duties focus on those listed under statute.

Review and sign-off

- This policy will be reviewed annually or sooner if required by changes in legislation or school context. The Governing Body will approve significant changes.

Headteacher: Jo Smeaton Date: October 2026

Chair of Governors: Jo Leedham Date: October 2026