



Pupil Equality, Diversity and Inclusion Policy

Policy review: September 2026

Next Review: September 2027

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1. Statement of Intent

Fens Primary School recognises its duties under the Equality Act 2010 and is committed to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity.
- Fostering good relations between different groups.
- Promoting inclusion, belonging, wellbeing and respect for all.

Our vision is to ensure that every pupil receives an education that enables them to achieve their potential in an environment where diversity is valued and individual differences are respected.

We are committed to providing an inclusive school culture where all pupils feel safe, welcomed, represented and able to participate fully in school life.

To achieve this, we will:

- Embed equality, diversity and inclusion throughout the curriculum.
- Use school data to identify and address any inequalities.
- Promote community cohesion and mutual respect.
- Work in partnership with families and the wider community.
- Invest in ongoing staff training and professional development.
- Monitor pupils' wellbeing, attainment, attendance and participation.
- Regularly review policies, procedures and practice.

2. Legal Framework

This policy has due regard to:

- Human Rights Act 1998
- Equality Act 2010
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy should be read alongside:

- Child Protection and Safeguarding Policy
- Anti-Bullying and Child-on-Child Abuse Policy
- SEND Policy
- Accessibility Plan
- Admissions Policy
- Attendance Policy
- RSHE Policy
- School Uniform Policy
- Complaints Procedure

3. Roles and Responsibilities

1.1 The Governing Body Will:

- Ensure compliance with equality legislation.
- Ensure pupils are not discriminated against in relation to admissions, education, access to services, exclusions or any other aspect of school life.
- Monitor the implementation and effectiveness of this policy.
- Ensure equality considerations inform strategic decision-making.
- Publish and review equality objectives in line with statutory requirements.

1.2 The Headteacher Will:

- Champion equality, diversity and inclusion across the school.
- Ensure this policy is implemented fairly and consistently.
- Ensure staff receive appropriate training.
- Review this policy in response to legislative or guidance changes.
- Ensure incidents of discrimination are addressed promptly and appropriately.

1.3 Staff Will:

- Promote equality and inclusion through their practice.
- Act as positive role models.
- Challenge discriminatory language, attitudes and behaviour.
- Support pupils who may experience discrimination or disadvantage.
- Uphold the school's safeguarding responsibilities at all times.

4. Protected Characteristics

The school will not discriminate against, harass or victimise any pupil or prospective pupil because of:

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

The school also recognises that discrimination can occur because of association with, or perception of, a protected characteristic.

5. Sex

For the purposes of the Equality Act 2010, sex is a protected characteristic.

The school will ensure that no pupil is treated less favourably because of their sex and that all pupils have equal access to opportunities, experiences and support.

The school will ensure that decisions relating to sport, educational visits, residential visits, changing arrangements, curriculum activities and wider school life are made fairly, proportionately and in accordance with the law.

Where separate provision is considered appropriate, arrangements will be reviewed regularly to ensure they remain lawful, proportionate and in the best interests of pupils.

All pupils will be encouraged to participate fully in school life regardless of sex.

6. Race and Ethnicity

The school will ensure that pupils of all races, ethnicities and cultural backgrounds are treated fairly and equitably.

We will:

- Promote understanding and appreciation of different cultures.
- Challenge racism and racial discrimination.
- Monitor outcomes for different groups of pupils.
- Support pupils with English as an Additional Language (EAL).
- Take positive action where appropriate and lawful to address under-representation or disadvantage.

The school will never segregate pupils on the basis of race or ethnicity.

7. Disability

The school will ensure that pupils with disabilities are not disadvantaged or treated less favourably because of their disability.

We will:

- Make reasonable adjustments where required.
- Remove barriers to learning and participation.
- Implement and regularly review our Accessibility Plan.
- Ensure disability-related needs are appropriately identified and supported.
- Work closely with families and external agencies where required.

The school recognises that disabilities may be visible or non-visible and include mental health conditions.

8. Religion and Belief

Staff will ensure that pupils are not treated less favourably because of their religion or belief.

The school will make reasonable arrangements, where practicable, to support pupils in observing their religion or belief whilst participating fully in school life.

Such arrangements will take account of:

- Age and maturity of pupils.
- Safeguarding considerations.
- Operational requirements.
- The rights and needs of others.

Religious observance requests will be managed in line with the school's Attendance Policy.

The school will foster understanding and respect for different religions, beliefs and worldviews represented within our community.

9. Sexual Orientation

The school will ensure that no pupil is treated less favourably because of their sexual orientation or because they have family members who identify as lesbian, gay or bisexual.

Through Relationships, Sex and Health Education (RSHE), pupils will receive age-appropriate education which:

- Reflects statutory requirements.
- Promotes respect and inclusion.
- Encourages understanding of different families and relationships.
- Is factual, balanced and appropriate to pupils' age and stage of development.

Staff will challenge discriminatory language, prejudice and bullying relating to sexual orientation.

Pupils who require support will have access to pastoral support and trusted adults within the school.

10. Gender Reassignment

The school recognises that gender reassignment is a protected characteristic under the Equality Act 2010.

The school will not discriminate against, harass or victimise a pupil because they are proposing to undergo, are undergoing, or have undergone gender reassignment, or because they are associated with a person who has this protected characteristic.

The school is committed to treating all pupils with dignity, respect and sensitivity.

We will work in partnership with pupils, parents and carers, and where appropriate relevant professionals, when considering requests relating to gender identity and social transition.

Requests relating to names, pronouns, uniform, participation in activities, use of facilities and other aspects of school life will be considered on a case-by-case basis, taking account of:

- The welfare, safeguarding and best interests of the pupil.
- The rights and needs of other pupils.
- Privacy, dignity and safety considerations.
- The school's legal obligations.
- Relevant government guidance.
- The views of parents and carers, where appropriate.

The school will provide appropriate pastoral and safeguarding support where required.

Information relating to a pupil's gender identity will be handled sensitively and in accordance with data protection legislation.

11. Pregnancy and Maternity

The school will ensure that pupils are not treated less favourably because they are pregnant, have recently given birth or are young parents.

Reasonable adjustments will be considered to ensure pupils continue to access education and support.

Support arrangements will be developed on an individual basis, taking account of each pupil's circumstances.

12. Children in Care and Previously Looked After Children

Children in Care and Previously Looked After Children will receive appropriate support to ensure they can achieve positive educational outcomes.

The school will:

- Comply with admissions requirements.
- Ensure Personal Education Plans (PEPs) are implemented where applicable.
- Monitor progress and wellbeing.
- Facilitate smooth transitions.
- Ensure SEND and pastoral needs are appropriately addressed.

13. The Curriculum

The school will provide a broad, balanced and inclusive curriculum that:

- Reflects diversity within modern Britain.
- Promotes mutual respect.
- Challenges stereotypes and prejudice.
- Encourages critical thinking and understanding.

Pupils will be exposed to a wide range of experiences, perspectives and viewpoints appropriate to their age and stage of development.

The Senior Leadership Team will continue to monitor inclusive teaching practice as part of its quality assurance processes.

Parents retain the legal right to withdraw their child from aspects of sex education in accordance with statutory guidance.

14. Promoting Inclusion

The school will promote inclusion and equality by:

- Ensuring all pupils are treated with dignity and respect.
- Considering requests relating to names, forms of address and personal identity sensitively and appropriately.
- Promoting a culture where differences are valued.
- Helping pupils develop kindness, respect and empathy.
- Ensuring equal access to opportunities, clubs, educational visits and wider experiences.
- Providing support for pupils at greater risk of discrimination, bullying or exclusion.
- Challenging prejudice and discriminatory behaviour.
- Using inclusive language and resources.
- Celebrating diversity across the curriculum and wider school life.
- Promoting understanding of different cultures, beliefs and experiences.
- Engaging positively with families and the wider community.
- Ensuring admissions arrangements do not unfairly disadvantage any group.

15. Pupils Who Have Left School

The school's legal duty not to discriminate, harass or victimise continues after a pupil has left the school where actions relate to the previous school relationship, including the provision of references and information transfers.

16. Public Sector Equality Duty

The school will comply with the Public Sector Equality Duty by:

- Publishing information demonstrating compliance with equality legislation.

- Publishing and reviewing measurable equality objectives at least every four years.
- Monitoring the impact of policies and practices on different groups.
- Reviewing relevant school data.
- Publishing equality information and objectives on the school website.

Pupils will never be pressured to disclose information relating to protected characteristics.

All information will be processed and stored in accordance with data protection legislation.

17. Bullying and Discrimination

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

Incidents will be:

- Challenged immediately.
- Recorded appropriately.
- Investigated thoroughly.
- Addressed in line with school policies.

Where concerns meet safeguarding thresholds, they will be managed in accordance with the Child Protection and Safeguarding Policy.

The Headteacher will determine whether external agencies, including children's social care or the police, should be informed.

Complaints relating to equality matters will be managed through the school's Complaints Procedure.

18. Staff Training

Staff will receive regular training to ensure they:

- Understand their equality responsibilities.
- Remain up to date with legislation and guidance.
- Promote inclusion effectively.
- Respond appropriately to discriminatory incidents.
- Support pupils with protected characteristics.
- Develop inclusive teaching and pastoral practices.

Training will be tailored where appropriate to reflect emerging issues and school priorities.

19. Monitoring and Review

The Governing Body and Headteacher will monitor the implementation and effectiveness of this policy.

The policy will be reviewed annually, or sooner if:

- Legislation changes.
- Government guidance changes.
- Significant incidents indicate a review is required.

The next review of this policy will take place in **September 2027**.