

ICKWORTH PARK PRIMARY SCHOOL



Equality Information and Objectives Policy 2026-2030

DATE ADOPTED / REVIEWED	Autumn Term 2026
PRINT NAME	
SIGNED	
DATE	
DUE FOR NEXT REVIEW	Autumn Term 2030
COMMITTEE TO APPROVE	LGB
RESPONSIBLE OFFICER	Headteacher

Equality Objectives 2026-2030

Every child is known.
Every child is valued.
Every child belongs.

At Ickworth Park Primary School, we are committed to ensuring that every member of our community is treated with dignity, respect and fairness. We celebrate diversity and believe that equality, inclusion and belonging are fundamental to enabling all children to thrive, succeed and feel valued within our school community.

1. Aims & Objectives

Ickworth Park Primary School is committed to meeting its obligations under the Public Sector Equality Duty (PSED) as set out in the Equality Act 2010.

We have due regard to the need to:

- 🕒 Eliminate discrimination, harassment and victimisation
- 🕒 Advance equality of opportunity between those who share a protected characteristic and those who do not
- 🕒 Foster good relations across all groups within our school community
- 🕒 We believe that equality is not simply about meeting legal obligations. It is about creating a culture where everyone feels safe, respected, included and able to participate fully in school life.

2. Legislation & Guidance

This policy meets the requirements of:

- 🕒 The Equality Act 2010
- 🕒 The Equality Act 2010 (Specific Duties) Regulations 2011

It is informed by guidance from:

- 🕒 The Equality and Human Rights Commission (EHRC)
- 🕒 The Department for Education (DfE)

3. Protected Characteristics

We recognise the following protected characteristics:

- 🕒 Age
- 🕒 Disability
- 🕒 Gender reassignment
- 🕒 Marriage and civil partnership
- 🕒 Pregnancy and maternity

- ⊗ Race
- ⊗ Religion or belief
- ⊗ Sex
- ⊗ Sexual orientation

4. Roles and Responsibilities

Governing Board

- ⊗ Ensure compliance with equality legislation
- ⊗ Publish equality information annually and objectives at least every four years
- ⊗ Monitor progress against objectives
- ⊗ Appoint a link governor for equality

Headteacher

- ⊗ Implement this policy
- ⊗ Promote equality and inclusion across the school
- ⊗ Report regularly to governors

Equality & Wellbeing Lead

- ⊗ Coordinate equality actions and staff development
- ⊗ Monitor impact and data
- ⊗ Support equality impact assessments where appropriate

5. Eliminating Discrimination

We actively ensure that:

- ⊗ All school policies promote equality and avoid discrimination
- ⊗ Staff receive appropriate training
- ⊗ Prejudice-related incidents are recorded, monitored and addressed promptly

6. Advancing Equality of Opportunity

We use school data to:

- ⊗ Identify gaps in attainment, achievement and participation
- ⊗ Remove barriers to learning
- ⊗ Provide targeted support and reasonable adjustments

7. Fostering Good Relations

We promote respect and understanding through:

- 🌀 A broad and inclusive curriculum
- 🌀 Assemblies and enrichment opportunities
- 🌀 Pupil voice and engagement with families
- 🌀 Collective worship, assemblies and opportunities for reflection that encourage children to explore moral values, different perspectives and their role within society.

8. Equality in Decision-Making

Equality considerations are embedded in decision-making.

Where appropriate, we:

- 🌀 Complete Equality Impact Assessments
- 🌀 Review policies and practices to ensure inclusivity

9. School Context

Our equality objectives are informed by our school context, pupil outcomes, participation data, attendance information, pupil voice and the needs of our local community. They are reviewed regularly to ensure they remain relevant and impactful.

10. Equality Objectives (2026–2030)

Objective 1 – Reduce disadvantage gaps

Continue to reduce attainment gaps between disadvantaged pupils and their peers through high-quality teaching, targeted support and ambitious curriculum provision.

Objective 2 – Participation and inclusion

By July 2027, ensure that at least 85% of pupils with SEND and pupil premium participate in at least one extra-curricular activity.

Objective 3 – Curriculum representation

Ensure that pupils encounter a diverse range of people, cultures, experiences and perspectives through the curriculum, collective worship and wider school life, with impact evaluated through curriculum review and pupil voice.

Objective 4 – Accessibility and inclusion

Complete annual accessibility audits and implement improvements.

Objective 5 – Staff equality and inclusion

Provide regular equality, diversity and inclusion training for staff and governors, ensuring practice remains aligned with current legislation and Trust priorities.

11. Working with Our Trust

Ickworth Park Primary School is part of All Saints Schools Trust.

<https://www.asst.org.uk>

12. Monitoring Arrangements

Information updated annually; objectives reviewed every 4 years.

13. Links with Other Policies

-  Accessibility Plan
-  Behaviour
-  Safeguarding
-  SEND
-  Admissions
-  Complaints
-  Curriculum