



Appleton Wiske Community Primary School

Single Equality Scheme 2025-2028



Aims

Our school aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

Our school aims to promote respect for difference and diversity and is committed to creating an inclusive environment where all members of the school community feel valued, safe and supported.

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

As a maintained school, this policy reflects local authority guidance and statutory responsibilities.

Roles and responsibilities

The Governing Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 3 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 the objectives and report back to governors
- Have due regard when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

All staff are expected to:

- Uphold the principles of this policy
- Promote equality and inclusion in their practice
- Challenge discrimination, stereotyping and prejudice
- Support pupils to access the curriculum and wider school life

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and takes active steps to ensure discrimination is not tolerated.

- Equality considerations are reflected in school policies and procedures
- Staff and governors are reminded regularly of their responsibilities under equality legislation
- New staff receive equality-related guidance as part of their induction
- Allegations of discrimination, harassment or victimisation are dealt with promptly in line with school policies

Advancing equality of opportunity

The school advances equality of opportunity by:

- Removing or minimising disadvantages faced by pupils with protected characteristics
- Taking steps to meet the individual needs of pupils and staff
- Encouraging participation in all aspects of school life

We use data relating to attainment, progress, attendance and behaviour to identify any gaps or trends and take action where needed. Support is targeted to ensure that all pupils, including those with SEND or vulnerabilities, are able to achieve their best.

Fostering good relations

The school fosters good relations by:

- Promoting respect, tolerance and understanding through the curriculum, including PSHE and RE
- Reinforcing expectations through the behaviour and anti-bullying policies
- Using assemblies to explore themes such as respect, diversity and inclusion
- Encouraging pupil voice and participation through forums such as the School Council
- Working positively with parents and the wider community

Equality considerations in decision-making

The school ensures equality considerations are integral to decision-making.

When planning activities, policies or changes, we consider whether decisions may impact on individuals or groups with protected characteristics. For example, when organising educational visits, we consider accessibility, religious observance and inclusion.

Equality considerations are recorded where appropriate alongside risk assessments.

Equality objectives

The school has set the following equality objectives:

Objective 1

Reduce differences in attainment and progress between vulnerable groups and their peers.

Why chosen: To ensure all pupils achieve well from their starting points.

Actions: Monitor pupil outcomes, provide targeted support and review impact annually.

Objective 2

Ensure pupils with disabilities can access the curriculum, enrichment activities and physical environment.

Why chosen: To meet statutory duties and promote inclusion.

Actions: Implement and review reasonable adjustments through the Accessibility Plan.

Objective 3

Promote good attendance and engagement for all pupils, including vulnerable groups.

Why chosen: Attendance is closely linked to achievement and wellbeing.

Actions: Monitor attendance patterns and work with families where concerns arise.

Monitoring arrangements

The Headteacher will ensure equality information is updated annually and will report progress towards objectives to the Governing Board. Equality objectives will be reviewed at least every three years. This policy will be reviewed annually to ensure continued compliance with the Public Sector Equality Duty.

Links with other policies

This Single Equality Scheme is linked to the following policies and documents:

Accessibility Plan

SEND Policy

SEND Information Report

Behaviour Policy

Complaints Policy

Revised: May 2025

Review date: May 2026