



Rockwell Green Church of England Primary School

Equality Information and Objectives Statement

Status:	STATUTORY
Responsible person:	HEADTEACHER
Responsible Governor:	CHAIR OF GOVERNORS
Date approved by the Governing Body:	October 2026
Review Period:	Annually
Review Date:	October 2027

Equality objectives statement

Opening statement

This policy should be taken as part of the overall strategy of Rockwell Green Church of England Primary School and operated within the context of our ethos, vision, aims and values as a Church of England School.

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

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, 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.

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 a prejudice-free 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 the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced 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. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice

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, through our thorough reporting procedure, our school will ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- 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 employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

We do not discriminate against staff with regards 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.

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

Our Equality objectives – October 2024

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community. We have set the following objectives to ensure our commitment to equality of opportunity for all of our school community;

1. To strive for all pupils regardless of age, gender, ethnicity or disability to achieve the highest possible standards in their learning and make good progress at the end of both Key Stages.
2. To promote and enhance parental engagement and a sense of shared belonging in our school and our school community.
3. To promote spiritual, moral, social and cultural understanding through appropriate curricular opportunities and in keeping with the Christian ethos of the school.

Objectives reviewed October 2025

1. To strive for all pupils regardless of age, gender, ethnicity or disability to achieve the highest possible standards in their learning and make good progress at the end of both Key Stages.
The school continues to improve provision for all children as demonstrated by the SEP report following a visit on 27th March 2025 as well as the school's data with the clear aim of all children achieving the highest possible standards. Two of the three targets in the school's SDP for 25/26 is also very focused on improving both achievement and attainment for all children.
2. To promote and enhance parental engagement and a sense of shared belonging in our school and our school community.
Parent's views continued to be sought and through the parent survey completed in the summer term of 2025 generally the responses from parents received were very positive. The leaders of the school are very keen to engage with parents and are high profile within the school with the aim of promoting partnership.
3. To promote spiritual, moral, social and cultural understanding through appropriate curricular opportunities and in keeping with the Christian ethos of the school.
This continues to be high profile within the school and everything within the curriculum is underpinned by the school's vision 'Sharing Life in all its Fullness.' Over the last 12 months the school has been discussing with children and staff what it means to spiritual flourish and how this is different for all of us. We are focused on all staff using this language to support our children of its understanding and how it is happening within our school curriculum. Our school Chaplain continues to work closely with us as a school and to deliver sessions to our children to promote SMSC. These have included class sessions on our Christian Vision

'Sharing Life in all its fullness' and how we flourish spiritually. Finally, our RSHE and RE curriculum continues to support our children's SMSC understanding and a SMSC provision document is available on our school website.

Objectives reviewed October 2026

- 1) To strive for all pupils regardless of age, gender, ethnicity or disability to achieve the highest possible standards in their learning and make good progress at the end of both Key Stages.

The school continues to improve provision for all children as demonstrated by the two SEP reports from different advisors in the last academic year. Two of the three targets in the school's SDP for 26/27 is also very focused on improving both achievement and attainment for all children. The school's ISDR shows the attainment data for disadvantaged pupils is favourable against the national disadvantaged data.

- 2) To promote and enhance parental engagement and a sense of shared belonging in our school and our school community.

The leaders of the school are very keen to engage with parents and are high profile within the school with the aim of promoting partnership. Through the SIAMs inspection (May 2026) the parents spoke very positively about the school and belonging came out very positively within the SIAMs report.

- 3) To promote spiritual, moral, social and cultural understanding through appropriate curricular opportunities and in keeping with the Christian ethos of the school.

This continues to be high profile within the school and everything within the curriculum is underpinned by the school's vision 'Sharing Life in all its Fullness.' The SIAMs inspection and following report state many strengths and positives regarding this particular objective.