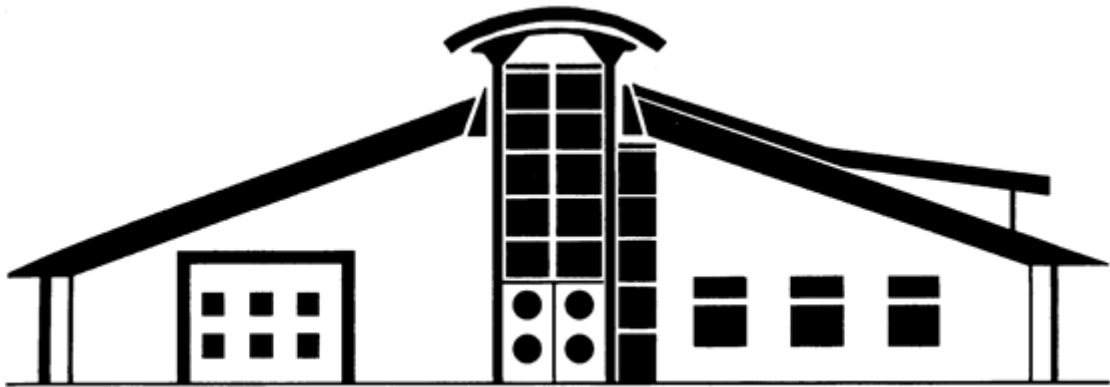




HOLMESDALE COMMUNITY INFANT SCHOOL AND NURSERY



EQUALITY POLICY

Approved by Governors.....September 2025

Review DateSeptember 2026

1. Introduction

Holmesdale Community Infant School and Nursery is committed to promoting equality of opportunity for all pupils, staff, parents, carers and visitors. We seek to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations, in line with the Equality Act 2010 and the Public Sector Equality Duty (PSED).

We aim to create a culture of inclusion where all members of our community feel valued, respected, and able to participate fully in school life. This policy sets out how we meet our duties across the protected characteristics:

age

disability

gender reassignment

marriage and civil partnership

pregnancy and maternity

race

religion or belief

sex

sexual orientation

We recognise that individuals may experience more than one form of discrimination and that equality of opportunity requires understanding and responding to diversity.

2. School Context

Holmesdale is situated in a suburban area and is a large infant school. At September 2025 there were 269 pupils, and the majority of children live in the local area. The percentage of children known to be eligible for pupil premium funding is 1.9% which is below the national average. 14.9% of our pupils have English as an additional language and 31.2% of pupils are from ethnic minority groups. 0.37% of pupils are refugees. There are no pupils from Traveller or asylum seeker families. The proportion of pupils with learning difficulties and disabilities, and of those with educational health care plans, is below average at 4.1%. Typically, children's attainment on entry is above that expected.

3. Our Commitment

We will:

Provide a broad, balanced and inclusive curriculum.

Monitor achievement, attendance and behaviour by pupil group, using data to identify and reduce gaps.

Promote positive attitudes and relationships, tackling prejudice, discrimination and stereotyping.

Ensure reasonable adjustments are made for pupils, staff and visitors with disabilities.

Actively involve parents, carers and the wider community in our equality work.

Work in partnership within the Trust to ensure statutory duties are met.

4. Roles and Responsibilities

The Trust: collects and publishes equality information annually and sets equality objectives every four years, as required by the PSED.

The School Committee: ensures this policy is implemented at school level, monitors its impact, and holds the school to account for promoting equality and inclusion.

Headteacher: implements the policy, ensures staff are trained, reports to the School Committee, and acts where discrimination occurs.

All staff promote equality in teaching, behaviour management and interactions; challenge discrimination and prejudice; and engage in relevant training.

Pupils respect others, contribute to an inclusive school ethos, and report concerns.

Parents/Carers support the school's equality approach and raise issues appropriately.

Visitors/Contractors are expected to follow the school's equality policy.

5. Curriculum and Community Cohesion

We actively promote community cohesion through:

Teaching and learning: embedding equality, diversity, British values, and respect for human rights.

Equity and excellence: ensuring high expectations and equitable access to opportunities.

Engagement and ethos: building positive relationships with local, national and global communities.

6. Eliminating Discrimination and Harassment

The school will:

Investigate and address incidents of harassment, victimisation or discrimination (including racist, homophobic, biphobic, transphobic, sexist or faith-based incidents).

Record and report incidents to the School Committee; serious incidents are also shared with the Trust/local authority as required.

Take disciplinary action in line with school behaviour and safeguarding policies.

7. Accessibility and Reasonable Adjustments

In line with the Equality Act 2010 and the SEND Code of Practice (2015), Holmesdale will:

Increase access to the curriculum for pupils with SEND and disabilities where possible

Improve the physical environment to ensure accessibility.

Make best efforts to provide information in alternative formats when required.

The school's Accessibility Plan is published separately and reviewed every three years.

8. Transgender Inclusion

Holmesdale supports pupils, staff and families of all gender identities. Information regarding gender identity will be treated confidentially and sensitively. We will ensure that pupils feel safe, respected and included.

9. Monitoring, Reviewing and Reporting

Equality data is collected and published annually by the Trust. Holmesdale provides school-level information to support this.

The Headteacher reports to the School Committee on equality and diversity matters.

Equality objectives are set at Trust level and reflected in Holmesdale's school development planning.

Policies and practices are reviewed to ensure they do not disadvantage protected groups.

10. Policy Review

This policy is reviewed annually by the School Committee. Any breaches will be taken seriously, and appropriate action will be taken in cases of harassment or discrimination.