



Witherley CE Primary School – Equality Policy 2025–2029

Reviewed: Autumn 2025

Next Review: Autumn 2029

Equality Statement

Witherley CE Primary School is committed to promoting equality, diversity, and inclusion for all members of our community. We aim to provide an environment where every child, staff member, and stakeholder feels valued, respected, and supported. Our curriculum and practices are designed to remove barriers and ensure equal access to opportunities regardless of race, ethnicity, gender, gender identity, sexual orientation, disability (visible or hidden), religion or belief, age, or socio-economic background.

Legal Framework

This policy reflects our duties under the Equality Act 2010 and subsequent guidance. We commit to eliminating discrimination, advancing equality of opportunity, and fostering good relations across the nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We also recognise socio-economic disadvantage as a significant factor impacting achievement and wellbeing.

We actively promote British values and community cohesion.

Teaching and Learning

We ensure that all learners and their families are treated as of equal value. Our approach includes:

- Inclusive curriculum design that celebrates diversity and promotes respect.
- High expectations for all pupils, with targeted support to close attainment gaps.
- Awareness and understanding of SEND and neurodiversity, ensuring reasonable adjustments.
- Opportunities to learn about global citizenship, anti-racism, and digital inclusion.

Admissions

We follow the Local Authority Admissions Policy, ensuring no discrimination based on protected characteristics.

Staff Recruitment, Retention and Development

Appointments and promotions are based on merit and comply with equality legislation. We provide equal access to professional development for all staff.



Roles and Responsibilities

Governors monitor equality objectives and ensure compliance. The headteacher implements this policy and promotes equality in all aspects of school life. Staff challenge prejudice and model inclusive behaviour.

Equality Objectives 2025–2029

1. Improve attainment for disadvantaged pupils and those with SEND through targeted interventions.
2. Promote understanding and acceptance of neurodiversity and mental health needs.
3. Enhance digital inclusion by ensuring all pupils have access to technology and online safety education.
4. Strengthen community cohesion through cultural events and parental engagement.
5. Monitor and reduce any gaps in progress related to gender, ethnicity, or socio-economic status.

Monitoring and Review

The governing body will review progress annually, using data dashboards and stakeholder feedback. This policy will be published on the school website and updated every four years.