The Slough and East Berkshire C. of E. Multi Academy Trust

Colnbrook C. of E. Primary School

Equalities Policy and Objectives

Owner:	Headteacher
Ratified by Governing Body:	
Date Ratified:	October 2025
Date Policy to be reviewed:	Update in October 2026. Full review in October 2029.

"Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go." Joshua 1:9

Our Vision Statement

At Colnbrook we want to grow young people who believe in themselves so they are confident and courageous and not discouraged from their path. They are resilient when faced with challenge. We want our pupils to believe in each other and to feel supported; never alone on their journey.

Our pupils will have the strength of character to set themselves aspirational goals in learning and life. They will achieve their best and create their own inspirational story and memories.

These values are at the heart of everything we do here at Colnbrook Church of England Primary School. They reflect the qualities that staff and governors want the children to develop and display in all that they do.

Aspiration, Resilience, Respect, Responsibility, Community, Compassion.

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1. Aims

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

- Eliminate discrimination 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 it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

The governing board is committed to providing equal opportunities in employment for all staff, ensuring that we take all possible steps to avoid unlawful discrimination as it relates to our employment practice and the wider school community.

This policy is intended to assist us in putting this commitment into practice. Compliance with this policy should also ensure that employees do not unwittingly commit unlawful acts of discrimination.

Striving to ensure that the work environment is free from harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

2. 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

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document also complies with our funding agreement and articles of association.

3. 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 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
- Identify any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating Discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.
Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.
New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually
The headteacher is the designated member of staff for monitoring equality issues.

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Analyse the data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering Good Relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, relationships, health and economic (PSRHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils will be introduced to literature from a range of cultures
- Holding collective worship sessions dealing with relevant issues. Pupils will be encouraged to participate and we will also invite external speakers to contribute where possible
- Working with our local community. This includes inviting leaders of local faith groups to speak at collective worship, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

7. Equality Considerations in Decision-Making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equalities Objectives

As a school, we are required to publish equality information every year:

- Pay gap report is completed by the multi-academy trust, as the school has fewer than 250 employees
- We must report on at least 1 equality objective once every 4 years

Equality objectives, set October 2025, to be reviewed in October 2029:

- **Objective 1:** By July 2029, to sustain the representation of staff from local minority ethnic communities, so this group remains approximately 25% or more of the workforce.

Why we have chosen this objective: We serve a highly diverse community and this should be reflected in our workforce. We want our pupils to develop high aspirations and we want to provide pupils with good role models.
To achieve this objective we plan to: Highlight this to interview panels, ensuring the right member of staff is appointed for each role that is available.

- **Objective 2:** By July 2029, raise and sustain the profile of training for all staff on equality issues. Training evaluation data will show that 100% those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To ensure all staff have a secure understanding of the range of equality issues that impact them on a daily basis. This will also ensure there is
To achieve this objective we plan to: Source and deliver high quality training on equalities for all staff to undertake.

- **Objective 3:** By July 2029, to ensure key documents are presented in such a way as to be accessible so that 100% parents, carers and children can interpret the necessary information.

Why we have chosen this objective: With a large population of parents speaking English as a second language, we want to ensure all parents have access to information they understand clearly.
To achieve this objective we plan to: Provide translation to key documents or as requested and sourcing members of our community who can translate materials.

9. Monitoring and Review

This document will be reviewed and approved by the local governing board at least every 4 years.

10. Links with Other Policies

This document links to the following policies

- Accessibility Plan
- SEND Policy and Information Report
- Behaviour Regulation Policy