



# Equality and Diversity Policy

This policy was last reviewed:	Autumn 2025
This policy will be reviewed again:	Autumn 2027
This policy will be reviewed by:	School Community Committee
Statutory policy?:	<b>No</b>
Source:	Governing Body

## Our Vision

At St Richard's, we aim to nurture and inspire our children to achieve without limits, live out our Faith ID, and courageously embrace the world—fostering good physical, mental, and emotional wellbeing for all. Made in God's image, we choose to be **Bold, Bright, and Beautiful**.

We actively promote mutual respect and tolerance of different faiths and beliefs. Our goal is for every child, family, staff member, and member of our wider school community to feel safe, valued, listened to, and supported. We want all our children to achieve their full potential and to develop into caring, confident, responsible, and healthy citizens who contribute positively to society.

## Our Commitment

At St Richard's, we are committed to providing equality of opportunity and eliminating discrimination for all members of our school community. We celebrate diversity and value the contributions that individuals from all backgrounds, cultures, and experiences bring to our school.

We believe that equality and diversity are central to our ethos as a Church of England school, reflecting our belief that every individual is made in the image of God and deserves to be treated with dignity and respect.

## Legal and Statutory Framework

This policy has been written with due regard to the following guidance and legislation:

- **Promoting fundamental British values** (Department for Education, November 2014)
- **The Prevent Duty** (Department for Education, June 2015)
- **The Equality Act 2010**, under which we welcome our general duty to:
  - Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by the Act
  - Advance equality of opportunity between people who share a protected characteristic and those who do not
  - Foster good relations across all characteristics—between people who share a protected characteristic and those who do not

We also have a duty to:

- Publish information about our school population and how we have due regard for equality

- Publish **equality objectives** that show how we plan to tackle particular inequalities and reduce or remove them

## **Our Equality Objectives**

1. **To collect and analyse data** on pupils' achievement, attendance, and participation to inform strategies for raising standards and promoting wellbeing.
2. **To ensure that our church school distinctiveness** permeates every aspect of school life, providing a high-quality education within a Christian community.
3. **To promote a sense of shared belonging** by reflecting the diversity of our school and wider community through worship, displays, books, curriculum content, and enrichment activities.
4. **To identify and address differences in attainment and progress** among pupil groups, including those with SEND, EAL, pupils eligible for Pupil Premium, Looked After Children, and pupils of all ethnicities.
5. **To ensure inclusive participation in sport and extracurricular activities**, so that all pupils' needs and interests are met.
6. **To review and act upon the school's Accessibility Strategy** regularly, promoting equality of opportunity for pupils with SEND.
7. **To provide a rich variety of activities and experiences** that support pupils' physical, social, spiritual, and emotional development.
8. **To ensure the curriculum actively promotes community cohesion** at local, national, and global levels.

## **How We Promote Equality and Diversity**

- The school uses a comprehensive pupil tracking system to monitor progress and outcomes for all pupil groups, informing targeted support and intervention.
- We regularly review and publish our Pupil Premium Strategy and SEND Provision on the school website.
- Racist and prejudice-based incidents are recorded and reported in line with local authority procedures and dealt with promptly and appropriately.
- We invite visitors and speakers from a wide range of faiths, cultures, and backgrounds to promote understanding and respect for others.
- Our Accessibility Strategy ensures the school environment and curriculum are inclusive and accessible to all.

- The curriculum and collective worship reflect and celebrate diversity, encouraging pupils to develop empathy, understanding, and respect for all people.

### **Roles and Responsibilities**

- The Governing Body ensures that the school complies with equality legislation and monitors the implementation of this policy and related objectives.
- The Headteacher and Senior Leadership Team promote equality of opportunity in all school practices and ensure that staff receive relevant training.
- All staff are responsible for promoting equality, challenging discrimination, and acting as positive role models for pupils.
- Pupils are encouraged to respect and value one another, recognising that everyone has the right to be treated fairly and with kindness.

### **Monitoring and Review**

This policy and our equality objectives will be reviewed annually by the Governing Body. Updates will be shared with staff and published on the school website. Evidence of progress will be reflected in our School Development Plan and equality action plans.