

ST MARGARET'S CE PRIMARY SCHOOL



EQUALITY, DIVERSITY AND INCLUSION (EDI)
POLICY

November 2025

At our school, we believe every child is *Created to Shine*. We celebrate each child's individuality and are committed to building a community where everyone feels loved, respected, and inspired to reach their full potential. Our core values of *Love* and *Aspire* guide us in creating an environment where diversity is embraced, inclusion is lived out daily, and equality is at the heart of everything we do.

Our Equality, Diversity, and Inclusion (EDI) policy aims to strengthen this commitment. This will ensure that our practices reflect fairness and respect, while celebrating the wide range of backgrounds, cultures, and experiences that make our school community so special.

Through our curriculum, assemblies, and school life, we encourage children to learn from one another, to appreciate differences, and to show kindness and empathy. By removing barriers and fostering aspiration, we support every child to flourish - academically, socially, and emotionally.

Our vision is for all pupils to leave our school with a deep sense of belonging, the confidence to be themselves, and the understanding that they have been *Created to Shine* in their own unique way.

We support wholeheartedly the *West Sussex Statement of Intent for the Curriculum* which includes the following:

In partnership with school leaders and through effective Local Authority support and challenge, all West Sussex schools will offer a curriculum that:

- Meets the diverse needs of all pupils and is fully inclusive of the whole learning community; offering equality and equity of education to facilitate success at every level; actively challenging prejudice (including racial prejudice) and promoting fairness
- Broadens views, beliefs, experiences and challenges biases (unconscious or otherwise); encourages curiosity and develops understanding that leads to global citizenship - challenging stereotypical opinions becoming entrenched attitudes and behaviours

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1. Aims

Through our core values of *Love* and *Aspire*, to create an environment where diversity is embraced, inclusion is lived out daily, and equality is at the heart of everything we do.

Our school aims to meet its obligations under the public sector equality duty 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 relevant protected characteristics are:

- age
- disability
- gender reassignment
- Marriage or civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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

<https://www.gov.uk/government/publications/public-sector-equality-duty>, which requires 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](#).

3. Roles and responsibilities

The governing body 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 published at least every year and that the objectives are reviewed and updated at least once every four 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The Senior Leadership Team (and teacher with responsibility for Equality, Diversity and Inclusion) will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the Headteacher in identifying 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 (with this being a particular focus as policies are reviewed).

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff will receive refresher training annually.

The Safeguarding & SLT monitor equality issues. They liaise regarding any issues and make staff and governors aware of these as appropriate.

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:

- Encouraging people who have a particular characteristic to participate fully in any activities e.g. in the full range of school clubs and to take on roles and responsibilities commensurate to their age and/or developmental stage
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils/staff with disabilities or gay pupils/staff who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. pupils showing possible early signs of gender reassignment)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups identified in the equality objectives
- 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 Faith and Wonder, personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures; in our termly projects of Create, Discover and Explore, deliberate choices are made to broaden knowledge and views, and also to encourage curiosity and develop an understanding that ultimately leads to global citizenship
- During Collective Worship, Equality, Diversity and Inclusion is addressed regularly, promoting the Christian value of love and worth for all children, staff and parents
- Dealing with relevant issues during collective worship and year group/class assemblies such as Black History Month

- Working with our local community. This includes working alongside a local care home and organising school trips and activities based around the local community
- All pupils are encouraged to participate in the school's activities, such as sports clubs and roles of responsibility

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. Equality Objectives

As a school we are required to publish equality information every year. We must report on at least one equality objective every four years.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Objective One:

- To raise attainment in writing for boys (arising from analysis of school data)

Considering (but not exclusively) the following:

- Source material
- Role models
- Barriers to writing ...

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

Objective Two:

- To ensure every child feels represented and that they belong at St Margaret's in every learning space they enter and in our school as a whole:
 - Promote a positive sense of identity and belonging (Collective Worship)
 - Engage with own identities (eg Early Years box about self)
 - Book audit - library; book corners; curriculum
 - Play areas: toys/games to reflect diversity in the community
 - Invite parents/members of the community into school to talk about their profession, achievements or career to help challenge stereotypes

- Learning walk: displays...

9. Monitoring arrangements

The Deputy Headteacher and teacher with specific responsibility for EDI will update the equality information we publish (described in sections 4 - 7 above) at least every year and review this document at least every four years.

This document will be approved by the governors.

Documents for further reading/considered/referred to:

Promoting Equality & Tackling Racism - Guidance for West Sussex schools

2010 Equality Act

Public Sector Equality Duty - guidance for public authorities - [GOV.UK](https://www.gov.uk)