

FAIR OAK JUNIOR SCHOOL

Equality and Diversity Policy (including Equality Information and Objectives)



Name of School	Fair Oak Junior School
Date of Policy Issue	March 2026
Review Date	March 2027
Name of Interim Headteacher	Jim Hartley
Signature of Interim Headteacher	<i>J. Hartley</i>
Signature of Chair of Governors	<i>T. Dancer / R. Holmes</i>

Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

The school also maintains and publishes an Accessibility Plan in accordance with Schedule 10 of the Equality Act 2010, and this can be found on our school website.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, race, gender (including issues of transgender), maternity and pregnancy, religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

School Context

Fair Oak Junior School is a larger than average junior school. The percentage of pupils with English as an additional language or from ethnic minority group is below the national average as is the percentage of pupils with Special Educational Needs. The percentage of pupils identified as being eligible for free school meals is also below the national average.

Overall as of Spring Term 2026

Number of children on roll

Year 3	Year 4	Year 5	Year 6	Total
146	149	140	147	582

Number of Pupil Premium children on roll

Year 3	Year 4	Year 5	Year 6	Total
14	22	29	22	87

Number of current FSM children on roll

Year 3	Year 4	Year 5	Year 6	Total
12	19	26	19	76

Number of LAC, PLAC and SGO children on roll

Year 3	Year 4	Year 5	Year 6	Total
1	2	2	1	6

Number of Service Family children on roll

Year 3	Year 4	Year 5	Year 6	Total
2	1	1	2	6

Number of EAL children on roll

Year 3	Year 4	Year 5	Year 6	Total
3	10	3	4	20

Number of SEN Status children on roll

Year 3	Year 4	Year 5	Year 6	Total
21	23	26	26	96

Number of EHCP children on roll

Year 3	Year 4	Year 5	Year 6	Total
6	4	12	4	26

Ethnicity as of 22/2/2023

	Any Other Black Background	Any other mixed background	Any other White Background	Arab Other	Black African	Chinese and any other Ethnic Group	Gypsy	Gypsy/Roma	India	Italian	Other mixed background	Other White British	White-British	White-English	White-Irish	White European	White Other	White and any other Asian Black	White and any other ethnic group	White and Asian	White and Black African	White and Black Caribbean	White and Chinese	White and Indian
Year 3		1	2		3			3			3	1	125	2		1	2	1				1		
Year 4	1	2	1		1	1		1	1	1			127	1	1							2	1	
Year 5		3	3		1		1	2	1				136								1	1		1
Year 6		2	3	1			1		1				136			1				3	1			

To fulfil our legal obligations, we are guided by a number of principles.

1. All pupils, families and staff are of equal value

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their gender and gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age
- Whether or not they have a connection with the forces community
- Whether or not they have refugee / asylum status
- Whether or not English is their first language

2. We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made
- Gender (including transgender) – we recognise that girls and boys, men and women have different needs
- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds
- Age – we value the diversity in age of staff, parents and carers
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference
- Marital status – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

4. We observe good equalities practice in relation to staff

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

5. We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

6. We consult and involve to ensure views are heard

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

7. We aim to foster greater community cohesion

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

8. We base our practices on sound evidence

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010.

9. We set ourselves specific and measurable equality objectives

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix A to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement:

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school

- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

Addressing prejudice and prejudice-related bullying

The school challenges all forms of prejudice and prejudice-related bullying, which stand in the way of fulfilling our commitment to inclusion and equality. This includes prejudice related to the protected characteristics defined in the Equality Act 2010, including:

- disability and special educational needs
- race, ethnicity, nationality or culture
- religion or belief
- sex
- gender reassignment
- sexual orientation
- pregnancy and maternity

Staff are trained to identify, record, investigate and respond appropriately to prejudice-related incidents. All such incidents are logged and monitored by senior leaders and reported to Governors as appropriate.

We treat all bullying incidents seriously and take proportionate action to address behaviour, support those affected and prevent recurrence.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion or belief).

We report to Governors on the performance of protected groups and we produce a Pupil Premium Statement which is published on the school website.

We recognise that the public sector equality duty has three aims, to:

- *eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act*
- *advance equality of opportunity between people who share a protected characteristic and those who do not*
- *foster good relations between people who share a protected characteristic and those who do not*

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We also involved staff, pupils, parents and others in the following ways:

- *parent questionnaires*
- *pupil questionnaires*
- *involvement of the school council*
- *staff survey*

Having referred to and analysed our equality information, we have set ourselves the following objective:

To ensure that all our children continue to learn about and respect different religions in our world and respect the differences between them.

Within our curriculum we have planned activities that promote and develop the understanding of core British values including those of tolerance and individual liberty & mutual respect. These activities/topics promote the following learning:

- Understanding and appreciating the range of cultural influences that have shaped their heritage and the range of cultures within the school.
- Helping children to recognise and value the things that we share and have in common with children of different cultural, religious and ethnicity.
- Increase the willingness of pupils to learn about, participate in and respond positively to artistic, musical, sporting and cultural experiences.

- Through subject curriculum work and assemblies, give children broad educational knowledge by teaching them about people of different protected characteristics who have been successful in their field (e.g. science, sport, art) or have enhanced the world we live in.

This will be monitored by pupil conferencing annually and by the Governing Body when they meet with the Curriculum leader.

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.