



All Saints Benhilton Church of England Primary School

Equal Opportunities Policy



Approved by:

Date: September 2025

The Full Governing Body

Next review due:

Michaelmas 1 2026 (Objectives no later than
01/09/2027)

Luke 10:37 'Go and do likewise'

'Thou shalt love thy neighbour as thyself.' Mark 12:31

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The governing body and headteacher will review and update this policy annually. Our equality objectives will be reviewed by the governing board and headteacher at least every 4 years.

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1. Aims

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

Our school aims to promote respect for difference and diversity in accordance with our values, such as love, respect, peace, hope and thankfulness.

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.](#)

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

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The Chair of governors will:

- Meet with the designated member of staff for equality (Headteacher) annually and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

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

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 updates every year via the staff handbook and this policy, both of which they read and sign to say they have read and understood every Michaelmas term.

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 which are connected to a particular characteristic they have (e.g. pupils with disabilities)

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- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing (e.g. boys and girls)
- 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 (e.g. Boys’ attainment in writing)
- 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 our Christian values, daily Worship and different aspects of our curriculum. This includes teaching in RE, relationships and 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
- Holding Worship services dealing with relevant issues e.g. Multi-Faith week, Black History Month, Sukkot, Chinese New Year, Diwali. Pupils will be encouraged to take a lead in such Worship services and we will also invite external speakers to contribute
- Working with our local community and local church. This includes inviting leaders of local faith groups to speak in school, and organising school trips and activities based around the local community e.g. visiting Baitul Futuh Mosque, a community project in Year 5, charity fundraising events for local charities that are arranged by School Council, carol singing in care homes at Christmas, and supporting Sutton Nightwatch
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our School Council, Faith Group, Digital Leaders, and Eco Council have representatives from different year groups and are

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formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school’s activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures e.g. our International Evening

- We have developed links with people and groups (e.g. Stop Hate UK) who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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

This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically within the completed risk assessment.

8. Equality objectives

Please see our Public Sector [Equality Duty website page](#) for further information regarding our approach to equal opportunities and our objectives.

9. Monitoring arrangements

The governing body and headteacher will review and update this policy annually. Our equality objectives will be reviewed by the governing board and headteacher at least every 4 years.

10. Links with other policies

This document links to the following policies:

- [Special Education Needs](#)
- [Accessibility plan](#)
- [Curriculum](#)
- [Inclusion](#)
- [PSHE & SRE](#)
- [Religious Education](#)