



Leyland St James CE Primary School and Nursery

Equality Information and Objectives Policy

Autumn 2026-27

Review date: September 2027

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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

Our school aims to promote respect for difference and diversity in accordance with our values, such as:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

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. Role 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 equality link governor is Neetal Parekh. They will:

- Meet with the designated staff member of equality at least termly, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing body regarding any issues.

The headteacher/ designated member of staff for equality will:

- Promote knowledge and understanding of the equality objectives among staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- Work to identify any staff training needs and deliver training as necessary.

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 regular training.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders 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:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- 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.

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 data referenced above to determine strengths and areas for improvement
- Make evidence available identifying improvements for specific groups.
- Keep up to date with latest information and identify issues which could affect pupils at school

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, citizenship 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. The school's work is showcased in publications such as the newsletter and social media.
- Holding worships to deal with relevant issues. Children are encouraged to take a lead in these and we will also invite external speakers to contribute where relevant.
- Working with our local community. This includes inviting leaders of local faith groups to speak in worship and organising school trips and activities based around the local community.
- Ensuring that everyone is celebrated and has opportunity. 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.
- We work closely with the Lancashire Equality and Diversity team/ Blackburn Diocese Board of Education, who have specialist knowledge/ expertise, which helps inform and develop our approach.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations wherever 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

8. Equality Objectives

Our equality objectives are contained in the 'Equality Statement and Objectives' document. This can be accessed here <https://www.leyland-st-james.lancs.sch.uk/parents/equality-and-diversity>

9. Monitoring arrangements

The governing board/ Headteacher will review and update the equality information we publish (described in sections 4 to 7 above) at least annually.

10. Links with other policies

This document links to the following policies:

- Equality statement and objectives
- Accessibility plan
- SEND policy
- Supporting pupils with medical conditions policy