



Stapleford Community
Primary School

A SCHOOL THAT CARES

Curiosity . Ambition . Resilience. Excellence

Stapleford Community Primary School and Nursery

Equality Policy Spring 2026-2029

Author: Jayne Hore (HT)

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Related Documents:

AL Public Sector Equality Duty Statement

SCPS Equality Context and Priorities 2026-2029

SCPS Accessibility Plan 2026-2029

Approved by Local Governing Body: May 2026

STAPLEFORD COMMUNITY PRIMARY SCHOOL EQUALITY POLICY

SCPS Equality Policy Spring 26-29

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Legal Framework

Stapleford Community Primary School welcomes its duties under the Equality Act 2010 to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

These duties apply to all members of our school community, including pupils, staff, parents and visitors.

Our Commitment

At Stapleford Community Primary School, we are committed to creating a culture where everyone feels valued, respected and able to thrive.

Guided by our CARE values: Curiosity, Ambition, Resilience and Excellence, we aim to ensure that:

- all learners are of equal value
- difference is recognised and respected
- barriers to learning and participation are identified and removed

We believe that inclusion is not an add-on, but an integral part of high-quality teaching, strong relationships and a positive school culture.

Our Principles

In fulfilling our duties, we are guided by the following principles:

- All learners are of equal value regardless of background, identity or need
- We recognise and respect difference, adapting our practice to meet individual needs
- We promote positive relationships and a sense of belonging across the school community
- We actively remove barriers to participation and achievement
- We base our decisions on evidence, including pupil outcomes, participation and feedback
- We work in partnership with families and the wider community

Putting this into Practice

We ensure that equality underpins all aspects of school life, including:

- teaching and learning, through adaptive teaching and inclusive practice
- curriculum design, reflecting diversity and promoting understanding
- behaviour and relationships, promoting respect and belonging
- SEND provision, ensuring needs are identified and supported effectively
- communication with families, ensuring information is clear and accessible
- staff recruitment, development and wellbeing

All staff are responsible for promoting equality and inclusion in their daily practice.

Addressing Discrimination and Prejudice

We do not tolerate discrimination, prejudice or harassment in any form.

We:

- actively promote respect and understanding

- respond promptly to any incidents
- record and monitor prejudice-related incidents
- work with pupils and families to address concerns

Roles

- **The Trust Board (Anglian Learning Trustees)** holds overall responsibility for ensuring compliance with the Equality Act 2010 across all schools within the trust.
- **The Local Governing Body (LGB)** provides local oversight and challenge, ensuring that equality duties are implemented effectively within the school and reflect the needs of the Stapleford community.
- **The Headteacher** has day-to-day responsibility for implementing this policy and ensuring that inclusive practice is embedded across the school.
- **Leaders and staff** are responsible for promoting equality and inclusion through their teaching, interactions and wider work with pupils and families.
- **All members of the school community** are expected to uphold the school's values of respect, inclusion and belonging.

Equality Information and Objectives

The school publishes equality information and sets clear priorities in line with the Public Sector Equality Duty.

These are outlined in the school's:

Equality Context and Priorities document (available on the website)

Monitoring and Review

We:

- review this policy regularly
- monitor equality through pupil data, participation and feedback
- evaluate impact as part of our wider school self-evaluation