



# Pilsley C of E Primary School

## Equality Policy

### Our Commitment

At Pilsley C of E Primary School, our approach to equality is deeply rooted in our Christian vision inspired by *The Parable of the Mustard Seed* (Matthew 13:31–32) and our PRAISE values: **Perseverance, Respect, Achievement, Independence, Service and Enthusiasm.**

We believe that *from tiny seeds, great things grow*, and that every child is unique, valued and created with God-given potential, regardless of any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We are committed to being a welcoming, inclusive and nurturing school where all members of our community are treated with dignity, fairness and respect and are enabled to flourish.

We share a strong belief that there are **no outsiders** in our school community:

- Everyone is different
- We celebrate our differences
- We are all equal in our differences
- We do more than tolerate each other – we embrace diversity as a strength

We recognise that Britain is a diverse and multicultural society. Through our curriculum and wider provision, we ensure that pupils develop a deep understanding, respect and appreciation of different cultures, traditions, beliefs and ways of life. We believe these differences bring richness and vibrancy to school life and enable us all to learn from one another.

We are committed to creating a community where everyone is treated fairly and with respect. We want every individual to flourish and reach their full potential, recognising that some pupils may need additional support to achieve success.

As a maintained school, we fully meet our duties under the Equality Act 2010 and the Public Sector Equality Duty. We actively:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between those who share a protected characteristic and those who do not
- Foster good relations across our school community
- Engage with pupils, parents, staff and the wider community in promoting equality

The Equality Act protects individuals from discrimination on the basis of protected characteristics, including: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Our equality objectives support these duties and are closely aligned with our Christian vision, curriculum and wider provision.

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## **How We Promote Equality**

We actively promote equality through:

- A broad and ambitious curriculum where all pupils access the full offer
- Inclusive teaching that meets the needs of all learners, including those with SEND
- Strong pastoral care and a culture that prioritises wellbeing and belonging
- High expectations for behaviour rooted in respect, forgiveness and responsibility
- Opportunities for pupil voice, leadership and courageous advocacy
- Partnerships with families, the Church and the wider community

We regularly analyse data, listen to pupils and families, and evaluate our provision to ensure that no child is disadvantaged and that all pupils can succeed.

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## **Our Equality Objectives (2025–2028)**

### **1. Closing Achievement Gaps**

We will reduce differences in attainment and progress for vulnerable groups, including pupils with SEND.

**Actions:**

- Use robust assessment and monitoring systems to identify gaps early
- Provide targeted interventions and adaptive teaching strategies
- Ensure high expectations for all learners

**Success measures:**

- Improved progress data for SEND pupils
  - Narrowing of attainment gaps across core subjects
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**2. Ensuring Inclusive Access to the Curriculum**

We will ensure all pupils, regardless of background or need, can fully access our curriculum and wider opportunities.

**Actions:**

- Maintain a fully inclusive curriculum with no reduced offer
- Provide scaffolding, practical resources and adaptive teaching
- Ensure equal access to trips, residential and extra-curricular activities

**Success measures:**

- Participation rates in enrichment activities reflect the whole school cohort
  - Positive pupil voice about access and inclusion
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**3. Promoting Respect, Diversity and Understanding**

We will continue to promote respect for all, celebrating diversity and preparing pupils for life in modern Britain.

**Actions:**

- Deliver a curriculum that explores different faiths, cultures and worldviews
- Use PSHE, RE and collective worship to address equality, fairness and justice
- Build on global links (e.g. partnerships with schools abroad)

**Success measures:**

- Pupils demonstrate respect, empathy and understanding of difference
- Reduction in any incidents of discriminatory language or behaviour

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#### **4. Improving Attendance and Engagement for All Pupils**

We will ensure that all pupils, particularly those who may be vulnerable, attend regularly and engage fully in school life.

##### **Actions:**

- Monitor attendance closely and work in partnership with families
- Provide early support and intervention where needed
- Promote a strong sense of belonging and wellbeing

##### **Success measures:**

- Attendance remains at or above the school target (96%)
- Reduction in persistent absence for identified groups

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#### **5. Promoting Wellbeing and Inclusion for All**

We will continue to develop a strong culture of wellbeing where all pupils and staff feel safe, supported and included.

##### **Actions:**

- Embed whole-school wellbeing approaches (e.g. SMILERS, Zones of Regulation)
- Provide targeted support such as ELSA and nurture provision
- Strengthen pupil and staff voice in evaluating wellbeing provision

##### **Success measures:**

- Positive wellbeing feedback from pupils and staff
- Evidence of strong relationships, belonging and support across the school

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#### **6. Developing Equality Awareness Through Leadership and Pupil Voice**

We will empower pupils to understand equality, fairness and responsibility and to take action as active citizens.

##### **Actions:**

- Strengthen the role of School Council, Eco Team and pupil groups
- Provide opportunities for charitable work and community engagement

- Promote courageous advocacy through learning and leadership opportunities

**Success measures:**

- Increased pupil involvement in leadership and decision-making
- Evidence of pupil-led initiatives that promote fairness and inclusion

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**Monitoring and Review**

These objectives will be reviewed annually by school leaders and governors. Progress will be evaluated using:

- Pupil attainment and progress data
- Attendance data
- Behaviour and wellbeing records
- Pupil and parent voice
- Monitoring and evaluation activities

Governors provide challenge and support to ensure that equality remains a key priority and that our vision of *flourishing for all* is realised.

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**Our Vision in Action**

Through our commitment to equality, we strive to live out our Christian vision every day:

**a school where all are welcomed, all are valued, and all are enabled to grow, flourish and make a positive difference in the world.**

Signed..... Emma Bond (Headteacher)

Signed..... Andrew Wood (Chair of Governors)

Date: 22/07/2026