Shoreditch Park
Primary School

Equalities Policy

Approved by:	Full Governing Body	**Date:** December 2025
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Introduction

Shoreditch Park Primary 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

Shoreditch Park Primary School's Commitment

At Shoreditch Park Primary School we ensure that every child leaves our school with the highest aspirations, an enquiring mind and respect for themselves and their community. We are an inclusive school and our focus is on the wellbeing and academic progress of all children and in turn we support our children to understand that all members of our community are of equal worth.

Shoreditch Park Primary School is a Rights Respecting School

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

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

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 the expectations set out in The Hackney Schools Charter for Race and SEND.

Roles and responsibilities

The governing body 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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.

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

The Senior Leadership Team will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and children
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out later in this policy.

Our Approach to promoting respect for difference and diversity

Eliminating Discrimination

- Shoreditch Park Primary 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.
- The annual School Development Plan always promotes equality issues and works towards meeting the equality objectives.

Fostering good relations.

Shoreditch Park Primary 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 through our bespoke ASPIRE curriculum 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 assemblies dealing with relevant issues. Children will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of children within the school. For example, our school council has representatives from a range of backgrounds. All children 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 have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Equality considerations in decision-making

Shoreditch Park Primary 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

Equalities Policy 2025-2026 action plan

Outcome	**Steps towards outcome**
Staff develop awareness and understanding of unconscious bias to improve equity in teaching, behaviour responses, and pupil opportunities.	Schedule and participate in unconscious bias training sessions led by Orlene Badu. Carry out pre-training self-reflection tasks for staff. Use staff meetings for follow-up discussion and review of practice. Review curriculum planning, grouping, behaviour systems and pupil voice processes through an equity lens. Monitor impact through learning walks, book looks, and pupil outcome analysis.
Strengthen the school culture of inclusion, respect, and belonging for pupils, staff, and families.	Review behaviour, anti-bullying, curriculum and attendance policies for alignment with equality duties. Celebrate cultural diversity through assemblies, events, and displays. Offer parent workshops or communications to strengthen home–school relationships. Train staff in inclusive language, restorative practice, and anti-discriminatory approaches. Use surveys to gather feedback on belonging and inclusion.

Monitoring Arrangements

- The Outcomes Committee of the governing body will update the equality information we publish at least every year.
- This document will be reviewed by the governing body at least every 4 years.
- This document will be approved by the Outcomes Committee of the governing body.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- ASPIRE Policy
- SEND Information report
- Safeguarding and Child Protection Policy
- Positive Behaviour and Anti-bullying Policy
- SPPS anti-racist policy