



Oakwood Primary School

Equality Objectives

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

Oakwood Primary School is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are equal.

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.

Our approach to equality is based on the following key principles:

- 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 and stereotype in order to move the conversation forward
- We have the highest expectations of all our children and adults within the school

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

The Equality Act 2010 requires us to have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it



Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Oakwood Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. We eliminate discrimination by:

- Our behaviour support and anti-bullying policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all Prejudicial Language and Behaviour (PLAB) incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures

OAKWOOD PRIMARY'S EQUALITY OBJECTIVES ~ *reviewed 12.6.26*

• **OBJECTIVE 1: To empower and support our SEN Families**

We recognise that navigating support for children with Special Educational Needs (SEN) can feel overwhelming for parents. We aim to build a strong partnership by providing the tools, clarity, and community they need to support their children confidently at home.

- Action: Hosting regular, informal parent workshops to share practical strategies for home learning, communication, and emotional regulation.
- Action: Creating an accessible, jargon-free digital resource hub mapping out local support pathways and school intervention strategies.
- Action: Launching a peer-to-peer SEN parent network to foster connection and reduce isolation.

- **OBJECTIVE 2: To guarantee equality of access to extracurricular activities**

Every child deserves the chance to discover new passions, build friendships, and develop skills outside the classroom, regardless of their background, financial situation, or learning needs.

- Action: Auditing our current after-school and lunchtime clubs to ensure they are physically accessible and adapt to different learning needs.
- Action: Utilising our funding streams (including Pupil Premium) to fully or partially subsidise club fees, equipment, and trips for families facing financial barriers.
- Action: Providing targeted staff training so that club leaders can confidently include and support neurodivergent or physically disabled students.

Linked Policies:

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RSE Policy
Behaviour Policy
Safeguarding Policy
Child Protection Policy
Anti-Bullying Policy
SEND Policy
Accessibility Plan

To be reviewed every 4 years, as recommended by the DfE.

