

# Middleton Primary School



**Equality Objectives 2025-2029**

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**ADOPTION AND AMENDMENTS TO EQUALITY OBJECTIVES**

<b>Section</b>	<b>Governors' Meeting or Committee</b>
Whole Document	LGB - March 2021
Whole Document	LGB - March 2022
Whole Document	LGB - March 2023
Whole Document	LGB - March 2024
Whole Document	LGB - March 2025
Whole Document	LGB - March 2026
Next review 2026/2027	

# Middleton Primary School

## Equality Objectives 2025 - 2029

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### 1. Aims

Our 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 equity 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.

### 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.

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### **3. 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;
- 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 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.

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

### **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 in the staff code of conduct.

### **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 which are connected to a particular characteristic they have (e.g. pupils with disabilities, or LGBTQ+ pupils who are being subjected to homophobic/transphobic bullying);
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times);
- Enabling people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies).

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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 above data to determine strengths and areas for improvement, implement actions in response and publish this information;
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying);
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils.

### **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.
- Holding assemblies dealing with relevant issues. Pupils will be supported by the school 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 pupils within the school. For example, the school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. The school also work with parents to promote knowledge and understanding of different cultures;
- The school have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach. Any updates in terms of guidance or the law regarding protected characteristics are shared fully with staff during staff meetings.

### **7. Equality considerations in decision-making**

The 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:

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- Cuts across any religious holidays;
- Is accessible to pupils with disabilities;
- Has equivalent facilities for boys and girls.

## **8. Equality objectives**

*Objective 1:* To treat all children and adults with courtesy, respect, integrity and dignity.

*Objective 2:* To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

*Objective 3:* To ensure all children make at least 'good' academic progress on their journey through the school.

## **9. Monitoring arrangements**

The success of the equality objectives will be measured by the effective management of the report of any inequalities.

This document will be reviewed by the Local Governing Body at least every 4 years.  
This document will be approved by the Local Governing Body.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan;
- KET Single Equality policy;
- KET Risk assessment.

### **Middleton Primary School**

Adopted by the Local Governing Body

9<sup>th</sup> March 2026