



South Hetton Primary School

Equality & Inclusion Policy



Date Reviewed	September 2026
Next Review Date	September 2027

Introduction

Our school is guided by the principles of the Equality Act 2010. We are committed to treating everyone fairly and equally, regardless of:

Age (staff only)
Disability
Gender reassignment
Marriage and civil partnership (staff only)
Pregnancy and maternity
Race
Religion or belief
Sex
Sexual orientation

We recognise that some people may identify as transgender or non-binary. We will treat all members of our school community with dignity and respect while fulfilling our duties under the Equality Act 2010. We want every member of our school community to feel safe, valued, respected and that they belong regardless of their background or identity.

We uphold the legal definitions of protected characteristics as outlined in the Equality and Human Rights Commission (EHRC) Code of Practice.

At South Hetton Primary School, we believe that every child has the right to develop, succeed, and reach their full potential. Equality of opportunity underpins both our curriculum and wider school life. We value each child as an individual, recognising and celebrating their unique abilities, challenges, backgrounds, attitudes, and experiences.

In line with the Education Reform Act, all pupils are entitled to a broad and balanced National Curriculum, which includes cross-curricular themes such as gender equality, multicultural education, and inclusion of pupils with special educational needs. Our curriculum promotes knowledge and understanding of different beliefs, cultures, and needs, fostering an inclusive and respectful learning environment.

We actively promote a culture of trust, mutual respect, and positive relationships among pupils and staff. Through the teaching of British values, children learn to treat others with kindness and fairness while respecting themselves and others. One of our core expectations is to **"Respect everyone."**

Equality and the Law

South Hetton Primary School is committed to ensuring that no unlawful discrimination occurs against pupils, prospective pupils, staff, job applicants, or parents. We recognise that discrimination can take several forms, including:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability, including failure to make reasonable adjustments
- Harassment
- Victimisation

The school actively works to eliminate discrimination and to foster an environment where equality, dignity, and respect underpin all aspects of school life. In exercising its functions, the school has due regard to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share protected characteristics and those who do not.

Aims of the Policy

This policy aims to ensure that:

- Every individual has the opportunity to achieve their full potential.
- All children have access to high standards of education, with learning tailored to their age, ability, and level of challenge.
- Staff, parents, and pupils are aware of the school's commitment to equality and inclusion.
- Prejudice is identified and challenged to promote positive attitudes toward diversity.
- Mutual respect and understanding are promoted among all children, regardless of background, ability, identity, or belief.
- The curriculum, resources, and displays reflect and celebrate diversity.
- Awareness of the harm caused by stereotyping, bias, and unfair assumptions is raised and addressed.
- All forms of bullying—including verbal, physical, homophobic, biphobic, transphobic, and psychological abuse—are consistently challenged.
- Behaviour is managed with respect as a core value.
- Incidents involving racism, sexism, ableism, or homophobic, biphobic, and transphobic behaviour are recorded, monitored, and addressed appropriately.

Children

Every child has the right to thrive and achieve their full potential, irrespective of age, race, nationality, religion or belief, disability, socio-economic background, gender, sexual orientation, gender identity, special educational needs, or ability.

We recognise that prejudice, discrimination, harassment and bullying may be indicators of safeguarding concerns. Staff will respond to these in accordance with our Safeguarding and Child Protection Policy and Keeping Children Safe in Education.

We are committed to providing an inclusive education that nurtures talents, builds confidence, and enables success. Children are encouraged to recognise and challenge inequality through the curriculum and school ethos, fostering empathy, respect, and social justice.

Promoting Equality and Inclusion

We ensure equality and inclusion through:

- Regular class discussions where all children's voices are heard.
- A differentiated curriculum tailored to individual needs and learning styles.
- Positive messages about equality, diversity, and inclusion displayed throughout the school.
- A broad and balanced curriculum accessible to all pupils.
- Reflection on exclusion and its impact, fostering empathy and inclusive attitudes.
- Reinforcement of behaviour expectations through 'pupil voice' activities.
- Assemblies highlighting equality, respect, and fairness.
- Reward systems recognising positive behaviour and inclusive attitudes.

Curriculum Access

All children have equal access to the curriculum and school life. Through our curriculum, assemblies and wider enrichment opportunities, pupils develop an age-appropriate understanding of equality, diversity, protected characteristics, human rights and respectful relationships. Opportunities are provided to:

- Make choices freely, without limitation from stereotypes.
- Develop self-worth and confidence, understanding their identity and value.
- Build independence and essential life skills.
- Participate in trips, clubs, and other enriching experiences, ensuring fair access.

Resources

We use inclusive and non-stereotypical resources. Regular reviews ensure that books, teaching materials, equipment, and displays reflect diversity and promote critical thinking about stereotypes.

Admissions and Suspensions

Admissions are managed in conjunction with Durham County Council and are fair, transparent, and non-discriminatory. Suspensions follow the Behaviour Policy and Trust Suspension Policy, and are monitored to prevent adverse impact.

Staffing

We implement equal opportunities principles in staffing:

- Appointments and promotions are based on merit and ability, in compliance with the law.
- Commitment to equality is included in all selection criteria.
- Staff are supported in professional development suited to their roles.

Employer Duties

As an employer, South Hetton Primary School is committed to eliminating discrimination, harassment, and victimisation. Employment decisions consider all protected characteristics fairly. Actions include:

- Monitoring recruitment, retention, and staff wellbeing.
- Providing professional development opportunities for equitable progression.
- Ensuring senior leadership promotes equality in all staffing decisions.

To ensure our commitments are met, we implement the following actions:

- Monitoring recruitment, retention, and staff wellbeing, including addressing any incidents of bullying or harassment.
- Providing ongoing professional development opportunities for all staff to support their growth and equitable progression.
- Ensuring senior leadership actively supports and promotes equality of opportunity within all areas of staffing and school operations.

Role of the Governors

Governors are responsible for:

- Approving and supporting the Equalities Policy and ensuring consistent implementation.
- Ensuring recruitment and appointments are non-discriminatory.
- Welcoming applications from all children, regardless of background, ability, or identity.

Role of the Headteacher

The Headteacher leads the implementation of the Equalities Policy by:

- Ensuring the policy is embedded in daily school life.
- Making all staff aware of their responsibilities.
- Overseeing fair recruitment and appointment processes.
- Responding to discrimination, bullying, or unfair treatment in line with school policies.

Staff Responsibility

All staff are responsible for promoting equality and inclusion by:

- Creating a welcoming, respectful, and supportive environment.
- Challenging prejudice and bias and fostering self-esteem and independence in children.
- Modelling equality through their conduct and addressing discrimination, harassment, or victimisation.
- Challenging discriminatory language, bullying and harassment wherever they occur, including online, through social media and through digital communication.