



Manor Primary Academy Equality Policy and Objectives

Document and Version Control

Document Title	Equality Policy
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Policy Owner	Headteacher
Policy Approver	Local Governing Committee

Version	Date	Amended by	Comments
V1	Summer 2025	SR	Contextualised to Manor Primary New format with reduced length Updated 'Protected Characteristics' New Objectives set.

Section	Changes Made

Aims:

Equality of opportunity at Manor Primary School is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community – pupils, staff, governors, parents and community members. Our Vision Statement says:

Manor Primary is a small, friendly school at the heart of the village community. We provide challenge and support at every level, and drive for success through our high expectations, in a safe and secure environment. Our teamwork develops respect and tolerance whilst valuing independence and creativity. We are forward-thinking and passionate about learning, inspiring children now, creating possibilities and building dreams. Above all else we are a happy school where life-long friendships are forged.

We aim to promote equality of opportunity and good relations across all aspects of school life. We do this by:

- Creating an ethos in which pupils and staff feel valued and secure;
- Building self-esteem and confidence in our pupils, so they can use these qualities to achieve their full potential and become rounded citizens of the wider community;
- Have consistent expectations of the pupils and their learning;
- Removing or minimising barriers to learning, so that all pupils can achieve;
- Ensuring that our teaching takes into account the learning needs of all pupils through our curriculum and lesson planning;
- Actively tackling discrimination and promoting equality through our curriculum;
- Making clear to our pupils what constitutes aggressive and discriminatory behaviour;
- Ensuring class and school resources reflect society as a whole;
- Has clear procedures for dealing with discriminatory incidents and that these are understood by all; and

- Ensure all pupils develop mutual respect through the school ethos, teachings and adult example.

These aims are designed to ensure that the school meets the needs of all of its community, taking account of the nine protected characteristics;

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex (gender)
9. Sexual orientation

It is important that in this school we meet the diverse needs of pupils to ensure inclusion for all and that all pupils are prepared for full participation in a multi-ethnic society.

The schools commitment to equality for all

- Ensuring that all pupils and staff are encouraged and able to achieve to their full potential;
- Respecting and valuing differences between people;
- Preparing pupils for life in a diverse society;
- Acknowledging the existence of discrimination and taking steps to prevent it
- Making the school a place where everyone, irrespective of a protected characteristic, feels welcomed and valued;
- Promoting good relations between groups within the school and the wider community;
- Ensuring that an inclusive ethos is established and maintained;
- Opposing all forms of discrimination and harassment;
- Being proactive in tackling and eliminating unlawful discrimination.

School ethos

The school opposes all forms of racism, harassment, prejudice and discrimination.

The school publicly supports diversity and actively promotes good personal and community relations. Diversity is recognised as having a positive role to play within the school.

Staff foster a positive atmosphere of mutual respect and trust among pupils from all groups.

The school caters for the dietary and dress requirements of different groups subject to health and safety regulations.

The school enables pupils and staff to celebrate festivals and other events relevant to their particular diversity and actively encourages all pupils to understand these.

Clear procedures are in place to ensure that staff deal with forms of bullying and harassment promptly, firmly and consistently. Actions taken are in line with relevant LA policies and guidance such as those for anti-bullying and dealing with racist incidents.

All forms of harassment are recorded, monitored and dealt with in line with relevant school policies.

Pupils, staff and parents are aware of the procedures for dealing with intolerant behaviour and that such behaviour is always unacceptable.

Staff may go on courses to train them to deal effectively with bullying, discriminatory incidents, harassment and prejudice.

2025-2026 equality objectives

Each year the school will set specific equality targets to improve the provision set out within this policy.

School equality objectives for 2025-2026 are:

1. Ensure girls and children of all abilities have equal opportunities to access team and competitive sports by entering teams into any appropriate competitions and ensuring all children have the opportunity to represent the school during their time at the school.

2. To develop understanding and celebration of difference through teaching about the contributions made by BAME and LGBTQ+ people through history, buying a broader range of literature for our library including characters from different backgrounds and the development of the English Curriculum using Literacy Tree texts and the Kapow RE and PSHE curriculum, the intent and implementation of these values within the whole school curriculum and through values based assemblies.
3. Priority for academy improvement to be around the pace with which the academy reacts to children with signs of SEND, bringing all SEND provision up to a consistently excellent level. (See Academy Improvement Plan for SEND)

For further information, see the Fierté Trust Equality Policy.