



East Bergholt CEVC Primary School

Public Sector Equality Duty Statement

Our Commitment to Equality

At East Bergholt CEVC Primary School, our commitment to equality, fairness and inclusion is rooted in our Christian vision and values. We seek to ensure that every member of our school community is treated with dignity, compassion and respect, recognising the inherent worth of every individual. Our school aims to be a safe, welcoming and nurturing environment in which all pupils, staff, parents, carers and visitors feel valued and supported.

We recognise that people have different needs and circumstances and that equality does not mean treating everyone the same. Guided by our Christian values of respect, compassion, justice and service, we work to remove barriers to learning and participation so that all pupils are supported to flourish academically, socially and emotionally.

The Equality Act 2010 and the Public Sector Equality Duty

As a public authority, East Bergholt CEVC Primary School complies with the Public Sector Equality Duty set out in section 149 of the Equality Act 2010. In carrying out our functions, we have due regard to the need to:

- eliminate unlawful 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 a protected characteristic and those who do not

The protected characteristics under the Equality Act 2010 are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership (in relation to employment).

How we meet the Equality Duty

We meet the Equality Duty through our policies, practice and ethos, ensuring that equality is embedded across school life. This includes:

- promoting an inclusive school culture where discrimination, harassment and bullying are not tolerated and where forgiveness, reconciliation and mutual respect are actively encouraged
- ensuring that policies and practices reflect fairness, equity and justice
- monitoring pupil progress, attainment, behaviour and attendance to identify and address any emerging gaps
- providing appropriate support and reasonable adjustments for pupils with SEND or disabilities
- promoting understanding, tolerance and respect for difference through the curriculum, collective worship and wider school life
- listening to the voices of pupils, parents, carers and staff and involving them in decision-making where appropriate

Equality Information

To demonstrate our compliance with the Equality Duty, we publish equality information annually. This includes high-level information relating to:

- pupil attainment and progress, including for disadvantaged pupils and those with SEND
- attendance, exclusions and behaviour trends
- representation of different groups within the school population
- staffing information, where appropriate and proportionate

This information is used to inform school self-evaluation and improvement planning, ensuring that our decisions reflect our commitment to justice, fairness and the wellbeing of all.

Equality Objectives

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, East Bergholt CEVC Primary School has set the following equality objectives:

1. To strengthen understanding of the protected characteristics and the school's responsibilities under the Equality Act 2010 within the parent and wider community, using clear and accessible communication while respecting confidentiality and individual dignity.
2. To monitor attainment and progress data in relation to gender and implement targeted actions where underperformance is identified, reflecting our commitment to fairness and high expectations for all.
3. To analyse outcomes for pupils with SEND or disabilities and ensure that appropriate support and strategies are in place to remove barriers to learning and participation.

Progress towards these objectives is reviewed annually and actions are reflected within the School Improvement Plan.

Monitoring and Review

The governing body and headteacher are responsible for ensuring that the school meets its obligations under the Equality Act 2010 and that equality considerations are central to leadership and decision-making. This statement is reviewed annually, and equality is embedded within policy development, school self-evaluation and strategic planning.

A range of school policies support this Equality Duty, including the Behaviour and Relationships for Learning Policy, Safeguarding Policy, SEND Policy, Anti-Bullying Policy, PSHE/RSE Policy and Safer Recruitment Policy.

Reviewed – January 2026

Next Review – January 2027