



Equal Opportunities Policy

Policy Number:	
Approval date:	
Review date:	

Adopted by the Board of Trustees/Governing Body

Signed Chair of Governors	
Signed Chair of Trustees	
Signed CEO	

The review of this policy will be as and when required in response to national requirements and in light of continuous school based monitoring and evaluation data.

Watling Meadows Primary School

Equal Opportunities Policy (2026)

1. Introduction

Watling Meadows Primary School is committed to providing a learning environment in which **all pupils, staff, parents, and visitors are valued, respected and included**, regardless of their background or personal characteristics. This policy reflects our duty to eliminate discrimination, advance equality of opportunity, and foster good relations across our school community in line with the **Equality Act 2010** and DfE expectations. [\[gov.uk\]](#)

Warwickshire County Council emphasises that schools must promote **equality, diversity and inclusion**, preparing children to appreciate and thrive in a diverse society. [\[schools.wa...ire.gov.uk\]](#)

2. Legal and Regulatory Framework

This policy complies with the latest statutory and regulatory requirements, including:

- **Equality Act 2010** (protected characteristics and Public Sector Equality Duty). [\[api.warwic...ire.gov.uk\]](#)
- **DfE Equality and Diversity requirements**, including duties to publish compliance information and equality objectives. [\[gov.uk\]](#)
- **Department for Education guidance** supporting equitable policymaking and delivery within schools. [\[gov.uk\]](#)
- **Warwickshire County Council Equality and Diversity Policy Statement**, promoting fairness, inclusion and zero tolerance for discrimination. [\[api.warwic...ire.gov.uk\]](#)
- **Warwickshire Schools Inclusion Charter**, which outlines expectations for inclusive practice, communication, and partnership with families. [\[warwickshire.gov.uk\]](#)

3. Our Commitment

Watling Meadows Primary School commits to:

- Creating an inclusive school culture in which **every child is recognised as an individual** and supported to reach their full potential. [\[warwickshire.gov.uk\]](#)
- Ensuring that all pupils have **equal access to high-quality educational opportunities**, free from discrimination.
- Ensuring no pupil, employee, applicant or community member receives less favourable treatment based on any protected characteristic, including disability, race, religion or belief, sex, gender reassignment, pregnancy and maternity, or sexual orientation. [\[api.warwic...ire.gov.uk\]](#)
- Supporting the wellbeing, safety and inclusion of all learners, reflecting Warwickshire's priority to help children be safe, healthy, independent, and able to thrive. [\[api.warwic...ire.gov.uk\]](#)

4. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination based on:

- Age

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

This framework applies across school policies and practices. [\[api.warwic...ire.gov.uk\]](#)

5. Eliminating Discrimination

We will:

- Challenge discriminatory language, behaviour or practices immediately and appropriately.
- Prevent direct or indirect discrimination, harassment and victimisation in line with DfE and Equality Act guidance. [\[formbyhighschool.com\]](#)
- Ensure clear procedures for reporting and responding to concerns.

6. Advancing Equality of Opportunity

To fulfil our Public Sector Equality Duty, we will:

- Identify and remove barriers that prevent participation or progress (e.g., SEND needs, language barriers).
- Monitor outcomes for pupils with protected characteristics to address trends or inequalities. [\[aesg.co.uk\]](#)
- Provide reasonable adjustments for pupils with disabilities. [\[warwickshire.gov.uk\]](#)
- Ensure equitable access to the curriculum, enrichment activities, leadership roles and school facilities. [\[formbyhighschool.com\]](#)

7. Fostering Good Relations

We will:

- Promote respect, empathy and positive relationships across the school community.
- Celebrate cultural diversity and global citizenship reflecting Warwickshire guidance. [\[schools.wa...ire.gov.uk\]](#)
- Ensure children's voices and family involvement are central to planning and school decision-making. [\[warwickshire.gov.uk\]](#)

8. Inclusive Teaching and Learning

Watling Meadows Primary School will:

- Deliver a broad, balanced curriculum that reflects a diverse society and promotes equality.
- Nurturing as we grow***

- Ensure pupils with SEND are supported through the Assess–Plan–Do–Review approach in line with Warwickshire expectations. [\[warwickshire.gov.uk\]](http://warwickshire.gov.uk)
- Train staff to recognise bias, challenge discrimination, and support inclusive practice.

9. Admissions, Attendance and Participation

We will:

- Ensure admissions are fair and transparent and are not influenced by protected characteristics.
- Encourage full participation in school life, extra-curricular activities, educational visits and leadership roles for all pupils.
- Follow Warwickshire guidance for inclusive planning of school visits. [\[schools.warwickshire.gov.uk\]](http://schools.warwickshire.gov.uk)

10. Communication and Partnership with Families

In line with the Warwickshire Inclusion Charter, we will:

- Listen respectfully and involve families in decisions that affect their children.
- Provide information in accessible formats where needed.
- Work collaboratively with external agencies to support vulnerable pupils. [\[warwickshire.gov.uk\]](http://warwickshire.gov.uk)

11. Roles and Responsibilities

- **Governing Body:** Ensures compliance with equality legislation and monitors impact.
- **Headteacher:** Implements the policy, ensures training and leads inclusive practice.
- **Staff:** Uphold the policy in daily practice, challenge discrimination, and model inclusive behaviour.
- **Pupils:** Treat others with respect and contribute to an inclusive school environment.

12. Monitoring, Evaluation and Review

We will:

- Regularly review this policy in line with legislative updates, DfE revisions and Warwickshire County Council guidance.
- Monitor equality objectives and publish outcomes as required by the DfE. [\[gov.uk\]](http://gov.uk)
- Analyse school data (attainment, exclusions, participation) to identify and address inequalities. [\[aesg.co.uk\]](http://aesg.co.uk)

13. Policy Review

This policy will be reviewed **annually** or sooner if new legislation or WCC guidance requires amendments.

Watling Meadows Primary School
Equality Objectives Statement (2026–2029)

Introduction

Watling Meadows Primary School is committed to ensuring that all pupils, staff and families are treated with dignity, fairness and respect. In accordance with the **Public Sector Equality Duty**, we publish the following equality objectives to support our commitment to eliminating discrimination, advancing equality of opportunity and fostering good relations within our school community. [\[api.warwic...ire.gov.uk\]](#)

These objectives align with **DfE requirements** and reflect the expectations set out by **Warwickshire County Council** for schools to actively promote equality, diversity and inclusion. [\[gov.uk\]](#), [\[schools.wa...ire.gov.uk\]](#)

Objective 1: Reduce Attainment Gaps for Pupils with Protected Characteristics

We will **identify, monitor and reduce attainment gaps** for pupils with protected characteristics—particularly those with SEND, from minority ethnic backgrounds, or disadvantaged groups—by:

- Analysing achievement data annually to identify patterns of disadvantage.
- Providing targeted interventions and reasonable adjustments to remove barriers.
- Reviewing curriculum access to ensure all pupils benefit equally.

This reflects Warwickshire's commitment to enabling all learners to thrive and ensuring early identification of needs. [\[warwickshire.gov.uk\]](#), [\[schools.wa...ire.gov.uk\]](#)

Objective 2: Strengthen Inclusive Practice and Belonging Across the School

We will **enhance the school's inclusive culture** so that every child feels safe, valued and represented by:

- Embedding inclusive teaching strategies across all subjects.
 - Ensuring school displays, resources and curriculum content reflect diverse identities and cultures.
 - Maintaining environments where pupils feel they belong, in line with the Warwickshire Inclusion Charter. [\[warwickshire.gov.uk\]](#)
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Objective 3: Improve Communication and Engagement with Families from All Backgrounds

We will ensure that all parents and carers can **participate fully in school life** by:

- Providing accessible communication formats where needed.
- Listening calmly and respectfully to family perspectives, ensuring voices are heard and understood.
- Working in partnership with families during planning and decision-making processes.

This supports Warwickshire's emphasis on communication, partnership and welcoming all families.
[\[warwickshire.gov.uk\]](http://warwickshire.gov.uk)

Objective 4: Promote Positive Relations and Challenge Discrimination

We will **promote respect, empathy and understanding** across the school and:

- Challenge discriminatory behaviour, harassment or victimisation swiftly.
- Develop pupil voice opportunities to promote peer-led inclusion.
- Use curriculum opportunities (e.g., PSHE, assemblies) to foster good relations between different groups.

This objective reflects both the Equality Act duty and DfE focus on fostering good relations.
[\[api.warwickshire.gov.uk\]](http://api.warwickshire.gov.uk)

Objective 5: Ensure Equitable Access to Curriculum, Activities and School Leadership

We will ensure **equitable access to all school opportunities** by:

- Monitoring participation in extra-curricular activities, trips and leadership roles.
- Encouraging representation from under-represented pupil groups.
- Removing or reducing barriers (financial, physical, social) wherever identified.

This aligns with expectations for schools to eliminate discrimination and promote opportunity for all. [\[formbyhighschool.com\]](http://formbyhighschool.com)

Monitoring and Review

Progress towards these objectives will be:

- Reviewed annually by the Senior Leadership Team and Governing Body
- Published on the school website in accordance with DfE duties [\[gov.uk\]](http://gov.uk)
- Updated no later than **July 2029**, or earlier if legislation or guidance changes

Appendix 1: Equal Opportunities Employer Statement

1. Introduction

Watling Meadows Primary School is committed to being an **Equal Opportunities Employer**, ensuring that all employees, job applicants, volunteers and contractors are treated fairly and consistently. The school promotes a workplace where diversity is valued, and discrimination is not tolerated. This approach reflects the expectations of the **Equality Act 2010**, the **Department for Education**, and **Warwickshire County Council's Equality and Diversity principles**.

[\[api.warwic...ire.gov.uk\]](#), [\[gov.uk\]](#)

2. Legal Framework

Our employment practices comply with:

- **Equality Act 2010**, which protects individuals from discrimination on the basis of nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation). Employment protections include all characteristics listed above. [\[api.warwic...ire.gov.uk\]](#)
 - **Public Sector Equality Duty**, requiring all public bodies to eliminate discrimination, advance equality of opportunity, and foster good relations. [\[api.warwic...ire.gov.uk\]](#)
 - **DfE Equalities and Diversity expectations**, which require schools to support fairness, inclusion and positive workplace cultures. [\[gov.uk\]](#)
 - **Warwickshire County Council Equality and Diversity Policy Statement**, which commits to a zero-tolerance approach to discrimination and creating an inclusive workforce. [\[api.warwic...ire.gov.uk\]](#)
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3. Commitment as an Equal Opportunities Employer

Watling Meadows Primary School will:

- Recruit, select, develop and promote staff fairly and transparently, based on merit and skills relevant to the role.
 - Ensure that employment decisions are free from discrimination, harassment or victimisation.
 - Value the contributions of all staff and recognise the importance of a diverse workforce in improving services and outcomes.
 - Promote an inclusive culture where staff feel supported, respected and able to thrive.
 - Reflect Warwickshire's commitment to having a workforce that represents the diversity of the community it serves. [\[schools.wa...ire.gov.uk\]](#), [\[api.warwic...ire.gov.uk\]](#)
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4. Recruitment and Selection Practices

We will ensure:

- Job descriptions and person specifications are objective, role-related and non-discriminatory.

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- Recruitment materials encourage applications from under-represented groups, supporting WCC's aim of building a diverse workforce. [\[schools.wa...ire.gov.uk\]](#)
 - Shortlisting and interview processes are fair, consistent and undertaken by trained staff.
 - Reasonable adjustments are provided throughout the recruitment process for applicants with disabilities. [\[warwickshire.gov.uk\]](#)
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5. Training, Development and Promotion

We commit to:

- Providing ongoing professional development opportunities equitably to all staff.
 - Encouraging leadership development for staff from diverse and under-represented groups.
 - Training all staff in equality, diversity, inclusion and unconscious bias to support an inclusive school culture, aligning with Warwickshire's workforce expectations. [\[schools.wa...ire.gov.uk\]](#)
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6. Workplace Conduct and Culture

The school will:

- Maintain a zero-tolerance approach to discrimination, bullying, harassment or victimisation, following Warwickshire's standards. [\[api.warwic...ire.gov.uk\]](#)
 - Ensure concerns are investigated promptly and confidentially.
 - Promote respectful communication and positive working relationships across the school community.
 - Create an environment where staff feel safe raising concerns or suggestions without fear of repercussion.
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7. Reasonable Adjustments and Support

Watling Meadows will support employees by:

- Providing reasonable adjustments for staff with disabilities or health needs.
- Ensuring accessibility in physical spaces, communication formats and job roles.
- Carrying out individual risk assessments and support plans where required.

This reflects the WCC and SEND-related guidance on inclusive environments and tailored support. [\[warwickshire.gov.uk\]](#)

8. Monitoring and Review

To ensure the effectiveness of this appendix, we will:

- Monitor workforce data to identify under-representation or potential inequality.

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- Review recruitment, retention, training and promotion outcomes annually.
 - Publish relevant equality data in line with DfE expectations. [\[gov.uk\]](https://www.gov.uk)
 - Review this appendix every three years or sooner if legislation or WCC guidance changes.
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9. Responsibilities

- **Governing Body:** Ensures compliance with equality legislation and monitors impact.
- **Headteacher:** Promotes and enforces equal opportunities across staffing and HR practices.
- **Line Managers:** Apply fair employment practices and support staff inclusively.
- **All Employees:** Uphold the school's equality values, treat colleagues respectfully and challenge discriminatory behaviours.

Appendix 2: Discrimination, Victimisation and Harassment

1. Introduction

Watling Meadows Primary School is committed to providing a safe, respectful and inclusive environment for pupils, staff, parents and visitors. In line with the **Equality Act 2010**, we recognise and actively prevent all forms of discrimination, harassment and victimisation. These behaviours undermine wellbeing, equality of opportunity, and the inclusive culture we strive to maintain.

[\[api.warwic...ire.gov.uk\]](#)

2. Discrimination

2.1 Definition

Discrimination occurs when a person is treated less favourably because of a **protected characteristic**, or when a rule or policy is applied in a way that disadvantages individuals with those characteristics. Protected characteristics include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership (employment only). [\[api.warwic...ire.gov.uk\]](#)

2.2 Types of Discrimination

- **Direct discrimination:** Treating someone less favourably because of a protected characteristic.
- **Indirect discrimination:** Applying policies or practices that appear neutral but disadvantage a particular group.
- These forms are clearly identified in equality guidance for schools and are considered unlawful. [\[formbyhighschool.com\]](#)

2.3 Our Approach

Watling Meadows will:

- Review policies to identify and remove indirect discrimination.
 - Ensure decisions related to teaching, discipline, recruitment or access to opportunities are free of bias.
 - Provide reasonable adjustments for disabled pupils and staff to prevent discrimination. [\[warwickshire.gov.uk\]](#)
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3. Harassment

3.1 Definition

Harassment is **unwanted conduct** related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. This includes verbal comments, actions, and behaviours that negatively target protected characteristics. [\[formbyhighschool.com\]](#)

3.2 Examples in a School Setting

- Derogatory remarks about race, religion, disability or gender.

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- Offensive jokes, “banter” or comments that undermine an individual’s self-esteem.
- Behaviour that isolates, demeans or intimidates an individual because of who they are.
- Such behaviours violate Warwickshire’s standards of respectful communication and inclusive practice. [\[api.warwic...ire.gov.uk\]](#)

3.3 Our Approach

The school will:

- Respond promptly and seriously to any reports of harassment.
- Educate pupils through curriculum and assemblies about respectful behaviour.
- Train staff to identify, challenge and report harassment to ensure safety and inclusion.

4. Victimisation

4.1 Definition

Victimisation occurs when someone is treated unfavourably because they:

- Made or supported a complaint under the Equality Act, or
- Are suspected of doing so.

Victimisation is unlawful and undermines the school’s duty to provide a safe environment where concerns can be raised without fear. [\[formbyhighschool.com\]](#)

4.2 Our Approach

Watling Meadows will:

- Protect individuals who raise concerns or participate in investigations.
- Ensure no retaliation occurs against pupils, staff or parents who report discriminatory or harassing behaviour.
- Maintain clear reporting procedures consistent with Warwickshire’s commitment to fairness and zero tolerance. [\[api.warwic...ire.gov.uk\]](#)

5. Reporting and Responding to Incidents

The school will:

- Provide clear and confidential routes for reporting concerns.
- Record and investigate incidents promptly and proportionately.
- Involve parents, carers and external agencies where appropriate.
- Take appropriate disciplinary action where unlawful behaviour is proven.
- Use findings to improve policy, training and school culture.

This aligns with DfE expectations for safeguarding fairness, promoting inclusion and ensuring compliance with equality duties. [\[gov.uk\]](#)

6. Prevention Through Education and Culture

To prevent discrimination, harassment and victimisation, Watling Meadows will:

- Promote a whole-school culture of respect and inclusion.
- Ensure curriculum content fosters understanding of diversity and equality.
- Train staff on equality duties, inclusive practice and the identification of discriminatory behaviours.
- Encourage pupil voice to shape a positive school ethos.

These actions support Warwickshire's and the DfE's emphasis on fostering good relations between different groups. [\[schools.wa...ire.gov.uk\]](#), [\[gov.uk\]](#)