



Equity, Equality, Diversity and Inclusion Policy

B13

**Dolphin School Trust
inc. Noah's Ark Nurseries**

Reviewed by:	Lucy Price (Headteacher)
Last reviewed:	August 2025
Next review:	August 2026

1. Introduction

1.1 Our school is a Christian community that values the individuality of every child. We are committed to providing a safe, supportive and inclusive environment where all pupils, staff, parents and visitors are respected and valued.

1.2 We seek to remove barriers to learning and participation so that every pupil has the opportunity to thrive academically, socially, emotionally and spiritually.

1.3 This policy should be read alongside the Accessibility Plan, Anti-Bullying Policy, Behaviour Policy, and Safeguarding and Child Protection Policy.

1.4 This policy accords with current legislation and guidance, including:

- The Equality Act 2010 (and associated regulations)
- The Human Rights Act 1998
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Protection from Harassment Act 1997
- The Public Sector Equality Duty (PSED)

2. Aims and Objectives

We aim to:

2.1 Eliminate unlawful discrimination, harassment and victimisation.

2.2 Advance equality of opportunity by removing or minimising disadvantage, meeting different needs and encouraging participation.

2.3 Foster good relations across all characteristics, promoting respect for diversity and preparing pupils for life in modern Britain.

2.4 Provide a broad, balanced curriculum, delivered in a way that develops respect for protected characteristics and fundamental British values.

2.5 Ensure recruitment, employment, promotion and training systems are transparent, fair and free from discrimination.

2.6 Celebrate individuality and cultural diversity within our school community.

2.7 Actively challenge prejudice, stereotypes and discriminatory attitudes whenever they arise.

2.8 Publish measurable equality objectives and review them regularly.

3. Scope

This policy applies to:

- Pupils
- Staff and governors
- Parents and carers
- Visitors and contractors

It covers admissions, teaching and learning, behaviour, pastoral care, recruitment and all other aspects of school life.

4. The Public Sector Equality Duty

In carrying out our functions, we have 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 a protected characteristic and those who do not.

We meet these duties by:

- Monitoring attainment, progress and participation of different groups.
- Publishing information to demonstrate compliance with the PSED.
- Setting and reviewing equality objectives at least every four years, with annual progress updates.

5. Protected Characteristics

We ensure that no member of the school community is discriminated against, directly or indirectly, on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

6. Curriculum and Teaching

6.1 Our curriculum promotes respect for diversity and prepares pupils to live and work in a diverse society.

6.2 Through **PSHE education**, assemblies, enrichment and subject teaching, we:

- Promote mutual respect and tolerance of those with different faiths and beliefs.
- Teach about equality, fairness, and the impact of discrimination.
- Celebrate cultural diversity and contributions from different groups.
- Ensure materials and resources reflect positive and diverse role models.

6.3 Teachers plan lessons that:

- Are accessible to all pupils, with appropriate differentiation and support.
- Avoid gender stereotyping and challenge discriminatory views.
- Reflect and celebrate a wide range of cultures, perspectives and contributions.

7. Disability and Accessibility

7.1 We make reasonable adjustments to ensure that pupils with disabilities can fully access the curriculum and participate in school life.

7.2 We will provide auxiliary aids and services where necessary to support learning.

7.3 Our Accessibility Plan outlines how we will continue to improve physical access, curriculum access and provision of information.

8. Recruitment and Employment

8.1 We are committed to fair recruitment and employment practices, in line with the Equality Act.

8.2 We will not ask health-related questions of applicants before making a conditional job offer, except where permitted by law.

8.3 Staff are supported with professional development opportunities based on merit and aptitude, not background or protected characteristics.

9. Roles and Responsibilities

Governors

- Hold the Headteacher and leadership team accountable for compliance with this policy.
- Monitor equality objectives and published information.
- Ensure that recruitment and school policies comply with the Equality Act.

Headteacher

- Implements and promotes this policy throughout the school.
- Ensures staff receive training and apply the policy fairly.
- Monitors incidents of discrimination or harassment and ensures appropriate action is taken.
- Ensures equality objectives are set, reviewed and published.

Staff

- Treat all pupils and colleagues with dignity and respect.
- Challenge prejudiced or discriminatory behaviour.
- Plan and deliver lessons that promote equality and diversity.
- Record and report incidents of discrimination or harassment.

Pupils

- Are expected to treat one another with kindness and respect.
- Are encouraged to challenge stereotypes and celebrate differences.

10. Monitoring, Evaluation and Review

10.1 We regularly monitor:

- Pupil achievement and progress across different groups.
- Participation in activities, trips and leadership roles.

- Behaviour and safeguarding data, including bullying or discriminatory incidents.

10.2 The Headteacher reports annually to governors on equality and diversity matters.

10.3 The governing body reviews this policy annually and equality objectives at least every four years.

11. Complaints and Breaches

Any breaches of this policy, including incidents of harassment or discrimination, will be dealt with in line with the Behaviour Policy, Anti-Bullying Policy, and Staff Code of Conduct Policy.

12. Conclusion

The Governors, Headteacher and staff of the school are committed to promoting equality, celebrating diversity and fostering inclusion. We believe that by valuing each person as made in the image of God, we create a community where all can flourish.

Appendix 1

Equality Objectives 2025–2029

In accordance with the Public Sector Equality Duty (PSED), our school has set the following equality objectives. These objectives will run from 2025–2029 and progress will be reviewed annually by governors and published on the school website.

Objective 1: Narrow attainment gaps

- **Aim:** To reduce the attainment gap in English and Mathematics between pupils with SEND and their peers.
- **Target:** By July 2027, ensure that at least 90% of pupils with SEND make expected or better progress each academic year.
- **Monitoring:** Annual data analysis of progress and attainment, reported to governors.

Objective 2: Increase representation and inclusivity in the curriculum

- **Aim:** To ensure that the taught curriculum reflects and celebrates the diversity of modern Britain.
- **Target:** By July 2026, every subject leader will review their schemes of work to include diverse role models, cultures, and perspectives, and evidence this in curriculum maps.
- **Monitoring:** Curriculum audits, pupil voice surveys, and lesson observations.

Objective 3: Improve participation in enrichment opportunities

- **Aim:** To ensure that pupils from all backgrounds (including those with SEND, EAL, or from minority groups) have equal access to clubs, trips, and leadership roles.
- **Target:** By July 2027, participation data will show no significant gaps (>10%) between identified groups and their peers in enrichment activities.
- **Monitoring:** Termly participation tracking and annual report to governors.

Objective 4: Promote respectful attitudes and reduce discriminatory incidents

- **Aim:** To foster positive relationships and mutual respect between pupils of all backgrounds.
- **Target:** By July 2026, reduce recorded incidents of discriminatory language or behaviour by 50%, compared to 2024–25 baseline figures.

- **Monitoring:** Behaviour logs, safeguarding records, and pupil surveys.

Objective 5: Staff training and awareness

- **Aim:** To ensure all staff are confident in promoting equality, diversity, and inclusion.
- **Target:** All staff to receive annual training on the Equality Act, protected characteristics, unconscious bias, and inclusive classroom practice.
- **Monitoring:** Training logs and appraisal discussions.

Appendix 2

Equality Information Statement

(Reviewed and published annually – Last updated: September 2025)

Introduction

As an independent Christian preparatory school, we are committed to valuing every member of our community as unique and made in the image of God. We aim to provide a safe, inclusive environment where all pupils and staff can thrive, regardless of background or protected characteristic.

This statement outlines how we are meeting the requirements of the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**.

School Profile

Number on roll: 109 pupils (Reception – Year 6)

- **Gender split:** 47% girls, 53% boys
- **Pupils with SEND:** 22 (20%) (including pupils with EHCPs)
- **Pupils with EAL:** 33 (30%)
- **Ethnic diversity:** Approximately 30% of pupils identify as from Black, Asian, mixed race or minority ethnic backgrounds
- **Religious backgrounds:** Christian majority, with a number of pupils from other faiths and none

How We Meet the Equality Duty

Eliminating Discrimination

- Clear **policies** in place: Equal Opportunities, Anti-Bullying, Behaviour, Accessibility Plan, Safeguarding.
- Staff training annually on the Equality Act, unconscious bias and inclusive practice.
- Procedures to record, monitor and respond to any discriminatory incidents.

Advancing Equality of Opportunity

- Monitoring and analysing attainment, progress and participation by group (SEND, EAL, gender, ethnicity).
- Provision of interventions and support for pupils who may be at risk of underachievement.

- Ensuring accessibility through reasonable adjustments and auxiliary aids.
- Targeted support for transition points (e.g. into Reception, KS2, and moving on to senior schools).

Fostering Good Relations

- A curriculum that celebrates diversity, teaches respect, and prepares pupils for life in modern Britain.
- PSHE, assemblies and enrichment activities promoting tolerance, empathy and respect for protected characteristics.
- Opportunities for pupils to take part in community service, charity projects, and inter-school activities.

Recent Actions Taken (2024–25)

- Pupil voice survey introduced, showing strong pupil confidence in feeling safe and respected.

Review Cycle

This Equality Information Statement is reviewed and updated **annually** each September by the Headteacher and governing body, and published on the school website.