

Wincheap Foundation Primary School



Equality – A Statement from the Governors

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Ratified by	Full Governing Body
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Author	Headteacher
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Target Audience	Staff/Governors/Parents

At Wincheap Foundation Primary School, we are committed to ensuring fairness and equality of opportunity for all pupils, staff, parents and carers irrespective of race, culture, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We recognise that in wider society, people are not always treated fairly; for example, because of their: age; disability; gender; ethnicity, colour or national origin; religion or belief. We aim to counter this as far as possible in our work and being exemplary in our actions and attitudes.

Equality in Teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice and are conducive to making our school a safe and happy working and learning environment.
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils' backgrounds, attainment and needs.

Equality in Admissions and Exclusions, and Staff Appointments

Our admissions and exclusions criteria are fair and transparent and do not discriminate on the grounds of race, culture, gender, religion, belief, disability and/or socio-economic background.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

We also try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, through staff meetings, and through our School Council.

Britain as a country is very committed to making society a fair place and the Government asks all schools to help with this. We recognise and embrace the expectations placed upon us by the Equality Act 2010. We also recognise our obligations under the Public Sector Equality Duty to set equality objectives and to make sure we review our progress every year and let people know how we are getting on.

Our school currently has one equality objective:

To build knowledge and narrow the gap between those children who achieve well and attain high, and those who don't, to ensure robust knowledge acquisition, no matter what group or background they come from.

The Governors review progress against equality objectives annually, and this statement is reviewed every four years. It was last reviewed in Autumn 2025.