Equality Statement

Meadowfield

To inspire and motivate all pupils and staff who learn and work together to aspire to endless possibilities.

Equality Statement

Meadowfield School is committed to equality of opportunity for all pupils, parents, carers and staff. Meadowfield School is an accepting environment in which people treat each other with mutual respect, regardless of: age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or belief, pregnancy & maternity status, gender, gender identity, transgender, sexual orientation, trade union activity or unrelated criminal convictions.

In conjunction with this, we ensure we provide access to education for all pupils and staff, celebrate the wider diversity of society within our school community and work with our local community to promote the positive contribution to society made by children, young people and adults with SEN.

Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics, between people who share a protected characteristic identified above and people who do not share it.

Our school aims to promote respect for difference and diversity in accordance with our values, such as respect, positivity, teamwork, resilience, courage and integrity.

Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance, The Equality Act 2010 and schools, The technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers.

- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal who will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies
- Working with our local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school’s activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

Objectives

- To continue to monitor the progress of all vulnerable groups and to promptly address any gaps in progress and outcomes
- To develop wider links with our local community
- To maintain the wider ethnic diversity among the staff population through broad and inclusive recruitment processes
- Have in place a reasonable adjustment agreement for all staff with disabilities to meets their needs better and make sure any disadvantage they experience is addressed

Monitoring arrangements

The Principal will review and/or update the equality information we publish at least every year together with this document.
School-specific equality objectives will be reviewed by the Principal and Governing body at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- Equality & Disability Policy
- SEND Policy
- SEND Report

Statutory Policy **Approved by Governing Body**	
Policy Adopted	Date: September 2025
Policy Approved	Date: May 2026
Next Review	Date: Academic Year 2030/31