



HOLYCROSS
CHURCH OF ENGLAND
PRIMARY SCHOOL

POLICY NAME: Equality Statement and Objectives
DATE AGREED: March 2026
REVIEW DATE: March 2029?

Equality Statement

Holy Cross CofE Primary as part of DEMAT is committed to promoting equality of opportunity for all pupils, staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based upon merit.

We do not discriminate against staff on the basis of age; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Our approach to equality

The overall objective of the school's approach to equality is to provide a framework for the school to pursue its three equality aims as outlined in the public sector equality duty, namely to have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to fulfil these three aims of the general duty, we will undertake the specific duties to:

- 1) publish information which demonstrates our compliance with the duty to have due regard for the three aims of the general duty
- 2) prepare and publish specific and measurable objectives which we will pursue over the coming years to achieve the three aims

Equality Objectives

- To welcome and treat every member of the school community as an individual
- To reduce prejudice and increase understanding of equality and diversity within the school and promote within the wider community
- To ensure all pupils in the school receive learning experiences which will enable them to achieve their potential and enrich their lives
- To encourage pupils to become responsible and independent while preparing them for their role in a wider social context
- To promote spiritual, moral, social and cultural development and understanding through a rich range of experiences both in and beyond the school