



Collingwood Primary School
Equality Information and Objectives Statement
November 2025

Last Review	November 2025
Next Review	September 2029
Review Cycle	Every 4 years

Opening Statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or Maternity
- Marriage or Civil Partnership

At Collingwood Primary School we are committed to achieving equality for all who learn and work here; promoting pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for all pupils and staff. We aim to increase understanding and appreciation for diversity.

Aims to eradicate discrimination

- Being respectful
- Always treating all members of the school community fairly
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias in order to move the conversation forward.
- Promote community cohesion and good relationships between people of different backgrounds through education.
- Recording and monitoring any incidents of bias and addressing these as appropriate on an individual or wider basis through a range of approaches

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential

- Inclusive
- Aware of what constitutes discriminatory behaviour

The school's employees will not:

- Discriminate against any member of the school community
- Treat other members of the school community unfairly

The school's employees will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Use opportunities, through assemblies and collective worship, to deal with issues of prejudice eg: Show racism the red card.
- Maximise opportunities to celebrate the richness and diversity of different faiths and cultures through our calendar of multi-Faith/Multi-Cultural celebrations (e.g. Chinese New Year, Holi, Eid, Summer Solstice etc)
- Use opportunities through national awareness raising events to encourage reflection on prejudice (eg; Remembrance Day, Friendship Week)
- Display work from all pupils with achievements in areas of the curriculum and on personal attributes.
- Ensure the materials and contents of the lessons, particularly when using media images; cover a wide diversity of different cultures and people.
- Provide support for children to access the curriculum, including support for EAL pupils and children with SEND.
- Provide opportunities for pupils, parents and staff to have a voice including school council and parents' meetings.
- Inviting guest speakers to talk to pupils and participate in workshops about diversity
- Incorporating lessons about diversity into the curriculum
- Ensure that reading text choices reflect diversity including protected characteristics

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal or any other disciplinary action.

Diversity and representation

In order to focus on protected characteristics a progressively planned reading spine has been prepared ensuring that children have the opportunity to hear; read and discuss a range of age-appropriate text choices representing a range of protected characteristics.

An inclusive approach to teaching and learning is embedded in school; through a range of strategies and approaches including groupings; deployment of support staff and adaptive teaching, ensuring the needs of individual learners are supported and met.

We want to focus on how the persistence and determination of significant individuals, from all backgrounds, have positively influenced the world in which we live and celebrate their achievements and contributions. We have considered how we can represent a variety of people in all of our subjects.

We want to make sure that we challenge assumptions to broaden our children's thinking. At Collingwood, we use carefully chosen images, stories and activities throughout the curriculum to allow the chance to dispel stereotypes. Our careers education also enables us to challenge stereotypes within the world of work.

Inclusion

At Collingwood, we believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high quality first teaching, careful identification and targeted support, we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and children all help our children to make progress, particularly for those who may find the curriculum challenging. Additionally, we value parental partnerships and have an open-door policy with staff as well as an approachable, experienced SENDCo and so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our children and families the tools that they need to make progress throughout their educational journey with us and beyond.

Monitoring and Reviewing

This Single Equality scheme will be reviewed by the Governing body every 3 years, alongside the equality Information and Objectives Policy.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.