



Winshill Village Primary and Nursery School

Equality Information and Objectives



**Reviewed: September 2025,
September 2026
Review: September 2027**

Winshill Village Primary and Nursery School
Equality Information and Objectives

Contents

Statement of Intent

1. Legal Framework
2. Roles and Responsibilities
3. Equality Objectives
4. Collecting and Using Information
5. Promoting Equality
6. Addressing Prejudice-Related Incidents
7. Curriculum
8. Complaints Procedures
9. Monitoring and Review

Statement of Intent

At Winshill Village Primary and Nursery School, we recognise that some groups in society may be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

We fully embrace our duties under the Equality Act 2010. Our general duties with regard to equality are to:

- Eliminate discrimination.
- Foster good relationships.
- Advance equality of opportunity.

We are committed to promoting pupils' spiritual, moral, social, and cultural development, with a strong emphasis on celebrating equality and diversity, and eradicating all forms of prejudice or discrimination for pupils, staff, and our wider community.

At Winshill Village, our motto — *“Winshill Village: A Place to Dream Big and Learn Without Limits”* — drives everything we do. We believe every child has limitless potential and deserves to thrive in an environment that values respect, inclusion, and fairness. Our commitment goes beyond eliminating discrimination: we

Winshill Village Primary and Nursery School
Equality Information and Objectives

actively seek to increase understanding, empathy, and appreciation of diversity, ensuring that all children feel proud of who they are and supported to achieve their very best.

In line with statutory requirements, our school publishes an Equality Information and Objectives Statement. This document sets out how we determine, implement, and monitor our equality objectives so that our school community remains a safe, respectful, and aspirational place for everyone.

1. Legal Framework

This document has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This document also takes account of non-statutory guidance, including:

- DfE (2014) *The Equality Act 2010 and Schools*

It operates in conjunction with the following Winshill Village Primary and Nursery School and JTMAT policies and procedures:

- JTMAT Equality Information, Advice and Guidance
- Admissions Policy
- Complaints Policy
- Grievance Policy
- Data Protection Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Staff Equality, Equity, Diversity and Inclusion Policy

The Equality Act 2010 provides a single, modern legal framework with three key duties:

Winshill Village Primary and Nursery School
Equality Information and Objectives

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations.

For the purposes of this document, the Equality Act 2010 will be referred to as *the Act*. Winshill Village Primary and Nursery School fully understands the principles of the Act and is committed to ensuring that individuals with protected characteristics are not discriminated against, but instead are given equal access to opportunities, support, and success.

The *protected characteristics* under the Act are:

- Age
- Disability
- Race, including colour, nationality, and ethnic or national origin
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion or belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass, or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education.
- In the way it offers access to any benefit, facility, or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for Winshill Village Primary and Nursery School is John Taylor Multi-Academy Trust (JTMAT).

The school's duty not to discriminate, harass, or victimise does not end when a pupil has left the school. This duty extends to subsequent actions connected with the pupil's time at school, such as the provision of references, access to former pupils' activities, or communications.

Winshill Village Primary and Nursery School
Equality Information and Objectives

Winshill Village is also committed to promoting equality of opportunity for all staff and job applicants, working in full alignment with the JTMAT Equality Information, Advice and Guidance.

2. Roles and Responsibilities

The Local Governing Body will:

- Ensure that Winshill Village Primary and Nursery School complies fully with equality legislation and statutory regulations.
- Meet its obligations under the Public Sector Equality Duty (PSED) to:
 - Publish equality objectives at least every four years, commencing on the date of the last publication.
 - Publish updated equality information annually to demonstrate compliance with the PSED.
- Ensure that all school policies and procedures are developed and implemented with appropriate equality impact assessments to inform future planning and improvement.
- Ensure that the Admissions Policy does not discriminate in any way.
- Ensure equality of opportunity in staff recruitment, promotion practices, professional development, and in the membership of the governing body.
- Proactively seek to attract and recruit high-quality applicants from under-represented groups.
- Ensure information is available in accessible and appropriate formats for all stakeholders.
- Ensure robust and fair disciplinary measures are in place to uphold this policy.

The Headteacher will:

- Champion equality, diversity and inclusion across the school and ensure these procedures are consistently implemented.
- Ensure that all staff receive equality, diversity, and inclusion training as part of induction and continuing professional development (CPD).
- Ensure that parents, visitors, volunteers and contractors are aware of, and comply with, the provisions of this document.
- Actively challenge and take appropriate action against any discriminatory practice.
- Address incidents of harassment or bullying in line with DfE guidance and school policy.
- Produce an annual report to the Local Governing Body on the progress of implementing equality provisions.

Employees will:

Winshill Village Primary and Nursery School
Equality Information and Objectives

- Remain vigilant to incidents of discrimination, harassment, or bullying and address these consistently, reporting to the Headteacher when necessary.
- Monitor and track pupils' progress and needs to ensure equality of access and support.
- Challenge bias, stereotypes, and discriminatory attitudes in the curriculum, classroom practice, and wider school culture.
- Promote equality and foster good relations between pupils, staff, and the wider community.
- Keep up to date with equality legislation and its application through relevant training.
- Champion diversity and inclusion in all aspects of school life.

Pupils will:

- Treat all members of the school community with respect and fairness, without discrimination or harassment.
- Celebrate and share their cultural experiences and values to enrich the school community.
- Report any incidents of bullying, harassment, or discrimination to a trusted member of staff.
- Uphold the school's equality, diversity and inclusion expectations in their words, actions and conduct.

The School will:

- Maintain an Equality page on its website to demonstrate compliance with the PSED, share its objectives, and show how it is advancing equality of opportunity for pupils, staff, and the wider community.

3. Equality Objectives

At Winshill Village Primary and Nursery School, we are committed to promoting the welfare, equality, and success of all pupils, staff, and members of our community. In line with our motto "*Winshill Village: A Place to Dream Big and Learn Without Limits*", we believe every individual is of equal value and deserves to thrive.

- We recognise that while all members of our school community are equal, different life experiences, backgrounds, and barriers may impact opportunities and outcomes. Our policies, procedures and daily practice aim to remove these barriers and ensure fairness, inclusion, and respect for all, regardless of protected characteristics.
- Our **Equality Information and Objectives Statement** sets out how we meet the Public Sector Equality Duty (PSED) and ensure equal opportunity across the school. Our equality objectives are

Winshill Village Primary and Nursery School
Equality Information and Objectives

reviewed and published at least every four years, and our equality information is reviewed and published annually on the school website.

- We consult with pupils, staff, parents, governors, and the wider community to establish meaningful equality objectives. These objectives are shaped by the needs of our learners, data and monitoring, accessibility planning, and ongoing reflection on our practice.

Our Equality Objectives are to:

1. **Close the gap in attainment and progress** for pupils with special educational needs and disabilities (SEND), disadvantaged pupils, and other vulnerable groups, ensuring every child can achieve their full potential.
2. **Promote cultural development, respect, and understanding** by providing a rich range of experiences within and beyond the curriculum that celebrate diversity and challenge prejudice.
3. **Prevent, challenge, and respond robustly** to all forms of prejudice-based bullying, discrimination, and hate incidents, ensuring that every child feels safe, valued, and able to learn without limits.

Objective Group	Objective
Pupil Achievement	All pupils are assessed, monitored and tracked through the school's individual system. Under-achievement is identified and appropriate intervention is applied in a timely manner. Improve the quality of support for pupils in all vulnerable groups in the classroom. Pupils are able to participate in a full range of extra-curricular opportunities. Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups.
Behaviour and Safety	Ensure all pupils feel safe in school. Ensure all pupils show respect and kindness towards each other. Pupils, staff and parents know that any forms of discrimination will be challenged.
Teaching and Learning	All children experience high quality standards of teaching. Ensure all pupils have access to appropriate technology.
Leadership and Management	The staff and local governing body reflects the diversity of the school's community. No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. The headteacher is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.

Winshill Village Primary and Nursery School
Equality Information and Objectives

The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED.

4. Collecting and Using Information

- In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.
- The school will collect equality information for the purpose of:
 - Identifying key issues, e.g. unlawful discrimination in teaching methods.
 - Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
 - Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.
- The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:
 - Recruitment and promotion
 - Numbers of part-time and full-time staff
 - Pay and remuneration
 - Training
 - Return to work of staff members on parental leave
 - Return to work of disabled employees following sick leave relating to their disabilities
 - Appraisals o Grievances (including about harassment)
 - Disciplinary action (including for harassment)
 - Dismissals and other reasons for leaving
- The school will use the information it obtains to analyse any gaps present in its equality documentary.

5. Promoting Equality

- In order to meet our objectives, the school has identified the following priorities:
- The school will make reasonable adjustments related to disabled pupil's educational needs, so they can integrate wholly in all parts of school life.

Winshill Village Primary and Nursery School
Equality Information and Objectives

- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- The school will ensure there is adequate access to the physical environment of the school.
- The school will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.
- Equality objectives will be published at least every four years commencing on the date of the last publication.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.

6. Addressing Prejudice-Related Incidents

- The school is opposed to all forms of prejudice. The school will ensure that pupils and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate, report them to the Trust.
- Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. Training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

7. Curriculum

- All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.
- When planning the curriculum, the school will take every opportunity to promote and advance equality.
- When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.
- The school will develop an appropriate curriculum for all pupils in all vulnerable groups.
- The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

Winshill Village Primary and Nursery School
Equality Information and Objectives

Equality, diversity and inclusion will also be promoted across the wider curriculum, including through English, History, Religious Education, Science and PSHE. Pupils will have opportunities through lessons, assemblies and wider school experiences to explore and celebrate difference, develop respect and understanding, challenge stereotypes and prejudice, and prepare for life in modern Britain.

8. Complaints Procedures

- The school aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.
- The school will adhere to the JTMAT Complaints Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the JTMAT Complaints Policy.
- The school will work to develop good professional relationships between colleagues; however, the school understands that sometimes conflicts may arise. Through maintaining open communication, the school wants its employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the Trust's Grievance Policy.

9. Monitoring and Review

- The headteacher will review this document annually, to ensure that all procedures are up-to-date. The document will be monitored and evaluated by the headteacher and local governing body in the following ways:
 - Individual attainment data
 - Equal opportunities recruitment data
 - Equality impact assessments
 - Ofsted inspection judgements on equality and diversity
 - Incident records related to harassment and bullying
- Any changes made to this policy will be communicated to all relevant stakeholders