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Kells Lane Primary School

Equality Objectives Statement

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Review Date: 31 March 2027		

Equality Information and Objectives Statement

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 between people who share a protected characteristic and those who do not.
- 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 and civil partnership.

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

Our school is committed to creating a safe and inclusive environment where all pupils and staff feel valued and respected.

We believe that every individual deserves to feel safe, valued, and respected, regardless of their background or identity. We are committed to creating a school environment where all pupils can thrive.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- 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 attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

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 actively celebrate diversity and teach pupils to respect and appreciate differences. This is done through:

- Our curriculum, where pupils learn about different cultures, beliefs, families and communities.
- Assemblies and themed events that promote values such as respect, kindness and equality.
- Encouraging pupils to share their experiences and learn from one another.
- Promoting positive role models and inclusive language throughout school life.

By celebrating what makes us unique and what we share in common, we aim to create a welcoming and inclusive school community where everyone belongs.

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 committed to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

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.

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 and internal processes are non-prejudicial, whether they result in warnings, dismissal, or any other form of sanction.

Diversity and representation

Schools have a legal duty to promote equality and challenge discrimination. This means making sure that all pupils, regardless of their background, have the same opportunities to succeed. At Kells Lane we do this by having clear policies in place, such as an anti-bullying policy, and by creating a culture of respect and inclusion.

At Kells Lane, we promote equality by ensuring that all groups are represented in the school community. This means having a diverse staff and student body, and providing resources and support that meet the needs of all pupils.

We promote equality through our curriculum and teaching. This includes teaching about different cultures and religions, and challenging stereotypes. We ensure that we provide opportunities for pupils to learn about and celebrate diversity.

At Kells Lane, we promote equality by working with parents and the wider community. This includes building relationships with parents and carers, and working with them to support their children's education. We also work with local organisations to provide opportunities for pupils to learn about and experience diversity.

Inclusion

Kells Lane is committed to building an inclusive environment where all staff and pupils feel valued and represented. To achieve this, we develop and implement policies that promote equality and prevent discrimination based on race, gender, disability, and other protected characteristics. We provide regular training for staff on diversity, equity, and inclusion to ensure they are equipped to support all students effectively. We create platforms for students from different backgrounds to share their experiences and contribute to school decision-making processes. Additionally, we engage with parents and community members from diverse backgrounds to build a more inclusive school community.

Closing statement

At Kells Lane Primary School, we are committed to upholding equality, celebrating diversity and creating an inclusive environment where everyone feels safe, valued and respected. We actively work to eliminate discrimination, promote equal opportunities and foster positive relationships across our school community.

Through our curriculum, policies, staff training and strong partnerships with parents and the wider community, we aim to ensure that all pupils and staff can thrive, regardless of background or identity. We challenge prejudice whenever it arises and support open dialogue, understanding and mutual respect.

Equality, inclusion and respect are central to our school values and guide our daily practice. We will continue to review and develop our approach to ensure it reflects both our legal responsibilities and our commitment to fairness, dignity and opportunity for all.