King James's School

POLICY STATEMENT

Single Equality Scheme 2026 – 2030

Policy last reviewed (date)	November 2021
Ratified by Governors (date)	October 2026
Next policy review due (date)	September 2030
Due for review by Governors (date)	September 2030
Staff Lead	Business Manager

MISSION STATEMENT:

The School is committed to building a culture where equality, diversity and inclusion are at the heart of everything we do. Through our policies, practices and daily interactions, we will promote fairness, remove barriers, celebrate differences and enable every member of our community to thrive, feel valued and fulfil their potential.

Changes since the last update:

- Removal of out of date review cycles and legislation
- Introducing current Equality Objectives for the next 4 years
- Removing named individuals and using role titles
- Removal of out of date protected characteristics and updated
- Introducing inclusive language
- Introducing a stronger connection between equality and safeguarding
- Changes to workforce equality

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1. Introduction

This Single Equality Scheme sets out the school's commitment to promoting equality, diversity and inclusion and to meeting its duties under the Equality Act 2010.

The school is committed to ensuring equality of opportunity for all pupils, staff, governors, parents, carers, volunteers and visitors regardless of their background, characteristics or circumstances. We aim to create a culture where diversity is valued, inclusion is promoted and every individual is treated with dignity and respect.

We recognise that equality is fundamental to raising achievement, improving wellbeing and ensuring that everyone can participate fully in school life.

2. Our Equality Statement

The School is committed to creating a culture in which every pupil, member of staff, parent, governor and visitor is welcomed, respected and valued.

We will:

- Promote equality of opportunity.
- Eliminate discrimination, harassment and victimisation.
- Foster positive relationships between different groups.
- Celebrate diversity within our school community.
- Remove barriers to participation and achievement.
- Ensure that all members of the community are able to thrive in a safe and inclusive environment.

We expect all members of our school community to support and uphold these principles.

3. Legal Framework

This scheme has been developed in accordance with:

- Equality Act 2010.
- Public Sector Equality Duty.
- Children and Families Act 2014.
- Special Educational Needs and Disability Code of Practice.
- Human Rights Act 1998.
- Keeping Children Safe in Education.
- The School Admissions Code.
- SEND Regulations and associated statutory guidance.

4. Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

- Age (employment only)
- Disability
- Gender Reassignment
- Marriage and Civil Partnership (employment only)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The school will not discriminate against any individual on the basis of a protected characteristic.

5. Public Sector Equality Duty

In carrying out our functions we will have due regard to the need to:

5.1 Eliminate discrimination

We will actively challenge all forms of discrimination, harassment, victimisation and prejudice.

5.2 Advance equality of opportunity

We will remove or minimise disadvantages experienced by individuals due to protected characteristics and take steps to meet differing needs.

5.3 Foster good relations

We will promote understanding, respect and positive relationships between individuals from different backgrounds.

6. Equality and Safeguarding

The school recognises that equality and safeguarding are closely linked.

Discriminatory behaviour can present safeguarding concerns and may include:

- Bullying.
- Prejudice-based incidents.
- Online abuse.
- Harassment.
- Hate-related incidents.
- Derogatory language.
- Discriminatory attitudes or behaviour.

All such incidents will be dealt with promptly and in accordance with the school's safeguarding, behaviour and anti-bullying procedures.

Staff will receive appropriate training to identify and respond to incidents that may place children or adults at risk.

7. Inclusion and Accessibility

The school is committed to ensuring that all pupils can access education and participate fully in school life.

We will:

- Provide an inclusive learning environment.
- Make reasonable adjustments for pupils, staff and visitors with disabilities.
- Support pupils with SEND.
- Support pupils with medical conditions.
- Promote positive mental health and wellbeing.
- Value neurodiversity.
- Ensure equality of access to educational opportunities.
- Maintain and review an Accessibility Plan.

The curriculum will be designed to meet the needs of all learners whilst promoting understanding, respect and inclusion.

8. Admissions, Attendance and Achievement

The school will ensure that:

- Admission arrangements are fair and non-discriminatory.
- Attendance procedures are equitable and supportive.
- Barriers to learning are identified and addressed.
- All pupils have equal access to educational visits, clubs, leadership opportunities and enrichment activities.

We will monitor achievement and participation data to identify trends and address any inequalities.

9. Employment Equality

The school is committed to equality of opportunity in employment.

We will:

- Recruit fairly and transparently.
- Select candidates on merit.
- Promote a culture of dignity and respect.

- Provide equal access to training and development.
- Support staff wellbeing.
- Provide reasonable adjustments where required.
- Act promptly where discrimination, harassment or victimisation occurs.

No employee, volunteer or governor will be treated less favourably because of a protected characteristic.

10. Roles and Responsibilities

Governing Board
The Governing Board will:

- Ensure compliance with equality legislation.
- Monitor the effectiveness of this scheme.
- Review equality objectives.
- Challenge discrimination and promote inclusion.

Headteacher
The Headteacher will:

- Provide strategic leadership.
- Implement this scheme.
- Ensure staff understand their responsibilities.
- Monitor equality outcomes.
- Report to governors.

Leaders and Managers
Leaders will:

- Promote inclusive practices.
- Monitor equality information.
- Address concerns promptly.
- Model respectful behaviour.

Staff
All staff will:

- Promote equality and inclusion.
- Challenge inappropriate behaviour.
- Treat others with dignity and respect.
- Implement this scheme consistently.

Pupils
Pupils are expected to:

- Respect others.
- Celebrate diversity.
- Report concerns.
- Contribute positively to the school community.

Parents and Carers
Parents and carers are encouraged to support the school's commitment to equality and inclusion.

11. Monitoring and Evaluation

The school will collect and analyse information relating to:

- Pupil attainment.
- Progress and achievement.
- Attendance.
- Persistent absence.
- Behaviour incidents.
- Suspensions and exclusions.
- Bullying and prejudice-related incidents.
- Participation in wider school life.
- Staff recruitment, retention and development where appropriate.

Information will be reviewed regularly to identify trends, inequalities or areas requiring improvement.

12. Breaches of the Scheme

Any incidents of discrimination, harassment, victimisation or breaches of this scheme will be investigated promptly and dealt with through the appropriate procedures, including:

- Complaints Procedure
- Staff Disciplinary Procedure
- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding Procedures

13. Publication and Review

This scheme will be:

- Published on the school website.
- Made available on request.
- Formally reviewed every four years, or sooner if legislation or local circumstances require.