Equality Information and Objectives

Approved by governors:	09/11/26
Last reviewed on:	November 2026
Next review:	November 2027
Full review	November 2030

"At PaWS we have an ambitious vision to work in partnerships with families, the church and the wider community to prepare all our children with the knowledge, skills, values and behaviours they will need in order to flourish, reach their potential and enjoy fullness of life."

(John 10:10)



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1. Aims

At Pevensey and Westham Church of England Primary School we aim to meet our obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values.



2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor will:

- Meet with the designated member of staff for equality at least annually, and other relevant staff members, to discuss any issues and how these are being addressed
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

4. Eliminating discrimination

At Pevensey and Westham Church of England Primary School we are aware of our obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

Through our curriculum, including RSHE Life Skills curriculum and whole school worships

The school robustly challenges concerns related to discrimination concerns raised by anyone in our school community

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs)

In fulfilling this aspect of the duty, the school will:

- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, RSHE Life skills, but also activities in other curriculum areas. For example, as part of teaching and learning in English, our reading spine exposing children to literature from a range of cultures, family groups and disabilities.
- Each class at Pevensey and Wesham is named after a significant British figure. These individuals have been selected to be representative of different cultures and family groups as well as promoting the achievements of individuals with disabilities which are representative of our pupil body.
- Making pupils aware of our behaviour and anti-bullying policies
- Holding collective worships dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school wellbeing council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Parent Views – September 2026

	Strongly agree	Agree	Disagree	Strongly disagree	Unsure
Does Pevensey and Westham School give all children equal opportunities?	38%	48%	7%	0%	7%
Does Pevensey and Westham School celebrate diversity?	45%	45%	4%	0%	7%
Does Pevensey and Westham School equip your child well for life in modern day society - promoting shared values including tolerance and resilience?	48%	45%	4%	0%	4%
Does Pevensey and Westham School give equal value to boys and girls?	59%	38%	0%	0%	4%
Does Pevensey and Westham School promote a positive view of children, young people and adults with a disability?	52%	34%	7%	0%	7%
Does the curriculum at Pevensey and Westham School cover a wide range of religions and beliefs?	52%	28%	10%	0%	10%
Does Pevensey and Westham School promote positive images of children and adults from different ethnic backgrounds through newsletters, social media and the school website?	31%	38%	0%	0%	31%
Does Pevensey and Westham School challenge racism?	41%	28%	0%	0%	31%
Does Pevensey and Westham School celebrate British values through its displays in school, assemblies and information on the school website?	41%	41%	4%	0%	14%
Is Pevensey and Westham School accessible for the whole community?	45%	48%	4%	0%	4%
Does Pevensey and Westham School make adequate and reasonable adjustments to the curriculum to enable pupils with accessibility needs to access the curriculum alongside the school community?	41%	35%	4%	4%	17%

9. Equality objectives

As a school, we are required to publish equality information every year:

- We must report on at least 1 equality objective once every 4 years.

Objective

To strengthen a culture of respect, tolerance and inclusion across the school community by increasing understanding and acceptance of people with different protected characteristics, ensuring all pupils, staff, governors and families feel valued and respected.

Why we have chosen this objective:

Pevensey and Westham Primary School serves a community that has historically been relatively homogeneous in terms of culture, ethnicity and heritage. However, in recent years we have welcomed an increasing number of families from a wider range of cultural backgrounds, reflecting the changing nature of our local community.

As part of our commitment to preparing pupils for life in modern Britain, we recognise the importance of developing their understanding, respect and appreciation of diversity. We are also aware that stereotypes, prejudice and misconceptions can exist within wider society. This objective has therefore been selected to promote equality, foster an inclusive school culture, and equip pupils with the knowledge and understanding needed to challenge stereotypes, celebrate differences and treat all people with dignity and respect.

Through this work, we aim to support both our pupils and the wider school community in developing positive attitudes towards people with different backgrounds, cultures, identities and protected characteristics.

Actions:

- Review the curriculum to ensure positive representation of different protected characteristics, including age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, and marriage/civil partnership where age-appropriate.
- Deliver assemblies and themed weeks that celebrate diversity, inclusion and different cultures, beliefs and experiences.
- Promote pupil voice through School Council discussions about respect, inclusion and belonging.
- Engage parents and carers through newsletters, workshops and information sharing that promote the school's equality values.
- Monitor and respond appropriately to incidents of discriminatory language, prejudice or bullying.
- Celebrate national awareness events such as Black History Month, Disability History Month, Refugee Week and Anti-Bullying Week where appropriate.

9. Monitoring arrangements

The Headteacher will review and update the equality information and objectives on an ongoing basis and formally present the policy for review to the governing body annually.

The school will submit a full, and revised policy to the governing body at least every year.

School-specific equality objectives will be reviewed by the governing body at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report, SEND policy, Inclusion Strategy
- RSHE Life Skill Policy, Teaching and Learning policy
- Anti-bullying policy