Ashgate Primary School

Equality, Diversity, Inclusion and Community Cohesion Policy

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Approved by:	**Governing Body**	**Date:**
Last reviewed on:	**November 2026**	
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1. Introduction

At Ashgate Primary School, we are committed to promoting equality, diversity, inclusion and community cohesion throughout all aspects of school life. We believe that every member of our school community has the right to feel safe, respected, valued and included. We are committed to providing an environment in which all children can flourish and achieve their full potential, regardless of their background, identity, ability or personal circumstances.

We recognise and celebrate the rich diversity within our school and wider community and seek to create a culture where differences are valued and respected.

Our vision is underpinned by our commitment to:

- Equality of opportunity for all.
- Inclusive practice.
- Respect for diversity.
- Community cohesion.
- High aspirations and achievement for every child.
- Positive relationships and mutual respect.

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2. Aims

This policy aims to ensure that:

- Everyone is treated fairly, respectfully and with dignity.
- Discrimination, harassment and victimisation are not tolerated.
- Equality of opportunity is actively promoted.
- Barriers to learning and participation are identified and removed wherever possible.
- Positive relationships are fostered between pupils, staff, families and the wider community.
- Diversity is celebrated and embedded throughout school life.
- Pupils are prepared for life in modern Britain as active and respectful citizens.

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3. Legal Framework

This policy is informed by:

- Equality Act 2010.
- Public Sector Equality Duty.
- Human Rights Act 1998.
- Education and Inspections Act 2006.
- SEND Code of Practice 2015.
- Keeping Children Safe in Education (current edition).
- Relationships, Sex and Health Education Statutory Guidance.

The school will comply fully with its duties under equality legislation and related statutory guidance.

4. Public Sector Equality Duty

Under the Equality Act 2010, the school has a legal duty to:

4.1 Eliminate Discrimination

We will take all reasonable steps to eliminate unlawful discrimination, harassment, victimisation and any other behaviour prohibited by equality legislation.

4.2 Advance Equality of Opportunity

We will actively identify and reduce barriers that may prevent children, staff or families from fully participating in school life.

4.3 Foster Good Relations

We will promote understanding, tolerance, mutual respect and positive relationships between people from different backgrounds and experiences.

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5. Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The school opposes all forms of discrimination relating to any protected characteristic and actively promotes understanding and respect for difference.

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6. Equality, Diversity and Inclusion at Ashgate

At Ashgate Primary School, inclusion is at the heart of our ethos. We recognise that equality does not always mean treating everyone in the same way. Some children may require additional support, targeted provision or reasonable adjustments in order to achieve equitable outcomes.

We are committed to:

- Providing a welcoming and inclusive environment.
- Promoting a strong sense of belonging.
- Supporting children's social, emotional and mental health.
- Valuing individual strengths and achievements.
- Removing barriers to learning and participation.
- Ensuring all pupils are able to access the full curriculum and wider opportunities.

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7. Special Educational Needs and Disabilities (SEND)

We are committed to ensuring that pupils with Special Educational Needs and Disabilities are fully included in all aspects of school life.

We will:

- Identify needs at the earliest opportunity.
- Work collaboratively with parents and carers.
- Seek advice from relevant external professionals where appropriate.
- Implement reasonable adjustments.
- Ensure pupils can access learning and enrichment opportunities.
- Promote independence and positive outcomes.

The school recognises that inclusion extends beyond academic achievement and includes social participation, wellbeing and belonging.

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8. Promoting Community Cohesion

Community cohesion is central to the work of the school. We seek to develop strong relationships within school, locally and beyond.

We promote community cohesion through:

- Positive partnerships with families.
- Celebration of cultural diversity.
- Curriculum opportunities that promote understanding of different communities.
- Charitable and community projects.
- Educational visits and visitors.
- Assemblies and themed events.
- Opportunities for pupil voice and leadership.

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9. British Values

The school actively promotes fundamental British Values through its curriculum and wider provision.

Democracy - Pupils are encouraged to contribute their views through pupil voice activities, school council and consultation opportunities.

Rule of Law - Children learn the importance of rules, responsibilities and consequences.

Individual Liberty - Pupils are encouraged to make informed choices, express opinions respectfully and develop independence.

Mutual Respect - Respect is an expectation throughout school and underpins all relationships.

Tolerance of Different Faiths and Beliefs - Children learn about and value a range of cultures, religions, beliefs and lifestyles.

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10. Curriculum

We are committed to providing a curriculum that:

- Reflects the diversity of modern Britain.
- Challenges stereotypes and prejudice.
- Promotes respect and understanding.
- Celebrates different cultures and experiences.
- Encourages critical thinking and empathy.
- Supports all learners to achieve success.

Equality and diversity themes are embedded throughout:

- PSHE
- RE
- English
- History
- Geography
- Assemblies
- Enrichment activities

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11. Preventing Discrimination and Prejudice

The school adopts a zero-tolerance approach towards:

- Racism.
- Discrimination.
- Harassment.

- Victimisation.
- Sexual harassment.
- Homophobic, biphobic and transphobic behaviour.
- Disablist behaviour.
- Online abuse relating to protected characteristics.

All incidents will be:

- Taken seriously.
- Investigated promptly.
- Recorded in line with school procedures.
- Followed up appropriately.
- Monitored by senior leaders.

Where safeguarding concerns arise, procedures outlined within the school's safeguarding policy will be followed.

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12. Working in Partnership with Parents and Carers

We recognise that strong partnerships with parents and carers are essential.

The school will:

- Encourage open communication.
- Provide accessible information.
- Seek parental views and feedback.
- Involve parents in decision-making where appropriate.
- Work collaboratively to support positive outcomes for children.

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13. Equality Objectives 2026-2030

The school has identified the following equality objectives:

Objective 1

Reduce attainment gaps between disadvantaged pupils and their peers through targeted academic and pastoral support.

Objective 2

Improve attendance and reduce persistent absence amongst vulnerable groups, including pupils with SEND and disadvantaged pupils.

Objective 3

Increase opportunities for pupils to develop understanding, respect and appreciation of diversity through the

curriculum and wider school experiences.

Objective 4

Ensure reasonable adjustments and inclusive practices are consistently implemented across the school for pupils with SEND and disabilities.

Objective 5

Strengthen engagement with parents and families, particularly those who may face barriers to accessing support and school opportunities.

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14. Monitoring and Evaluation

The effectiveness of this policy will be monitored through:

- Attainment and progress data.
- Attendance information.
- Behaviour records.
- Exclusion and suspension data.
- Safeguarding information.
- Prejudice-related incident records.
- SEND and disadvantaged pupil outcomes.
- Pupil, parent and staff voice.

The Governing Board will receive updates regarding equality and inclusion as part of its monitoring responsibilities.

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15. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour Policy and conduct principles
- SEND Policy
- Accessibility Plan
- Supporting Pupils with Medical Conditions Policy
- Attendance Policy
- Anti-Bullying Policy
- PSHE Policy
- Staff Code of Conduct

Ashgate Primary School is committed to ensuring that every child is valued, every family is respected and every member of our community feels a sense of belonging and opportunity.