

Oxford Grove Primary School
Single Equality Policy
September 2026

JUSTIFICATION

The Single Equality and Objectives Policy sets out Oxford Grove Primary School's approach to meeting its duties under the Equality Act 2010. The school will have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and people who do not; and
- foster good relations between people who share a protected characteristic and people who do not.

For the purposes of this policy the protected characteristics are: age; disability; gender; race (including ethnic or national origin, colour or nationality); religion or belief; sex; and sexual orientation.

Oxford Grove recognises other additional vulnerabilities that can influence outcomes, for example those who are disadvantaged and those with SEND/International new arrivals and those known or previously known to children's social care. The school will consider these within its equality work.

The school will make reasonable adjustments for disabled pupils, staff and visitors and maintains a separate Accessibility Plan which sets out actions to improve physical access, curriculum access and communication.

AIMS

1. To ensure that all pupils have equal access to a rich, broad, balanced and relevant curriculum that enables them to know more, remember more and apply more.
2. To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity, keep children safe and promote community cohesion by fostering good relationships.
3. To recognise and celebrate diversity within our community whilst promoting community cohesion and mutual respect.
4. To ensure that those with management responsibility and individual members of staff accept responsibility for planning teaching, learning and curriculum in ways that apply the principles of this policy.
5. To ensure that pupils, parents/carers and governors are involved in the development and review of provision and that transparency is increased through publication of objectives and monitoring information.
6. To ensure that within the school budget, adequate funding is provided to underpin this policy and that targeted interventions, cultural capital opportunities are funded where needed.

STATEMENTS

1. This policy applies to all members of the school community (pupils, staff, governors, parents/carers, volunteers and visitors) and to all aspects of school life, including curriculum, admissions, recruitment, pupil behaviour, extra-curricular activities and engagement with families and the local community.
2. The Headteacher and Governing Board are responsible for ensuring implementation.
3. SENCo ensures reasonable adjustments and access arrangements for pupils with SEND.
4. Subject leaders and class teachers ensure planning and classroom practices are inclusive and based on our exceptional teaching and learning approaches which are fully adaptive.
5. All staff are required to act in line with this policy, attend equality and inclusion training and report concerns through the school's established procedures.
6. The school collects and analyses information by protected characteristics and by key vulnerability groups including: Gender, EAL, International New Arrivals, Disadvantaged, Attendance, SEND, EAL, those requiring mentoring support, known to social care or previously known to social care, those with police involvement, those with medical issues and those requiring Early Help.
7. Oxford Grove will make reasonable adjustments to avoid placing disabled pupils, staff and visitors at a substantial disadvantage. Adjustments include physical access, curriculum access, communication support and assessment arrangements.
8. Incidents of bullying or harassment related to a protected characteristic (or perceived characteristic) are taken seriously, logs are analysed and incidents dealt with via the school's behaviour and safeguarding procedures. Any allegation of discrimination should be reported to the Headteacher or the Designated Safeguarding Lead and will be investigated promptly. Patterns or trends in complaints or incidents will inform the school's monitoring and reviews and are reported termly to the Governing Board.

OUTCOMES

This policy will play an important part in the educational development of individual pupils. The school will take proportionate action to remove or mitigate disadvantages experienced by people who share protected characteristics and will make reasonable adjustments where appropriate.

REVIEW

This policy will be reviewed annually by the Head teacher and the Governing Board or sooner if required by changes to legislation. or local context.

Headteacher: Miss N. Harvey

Date: 17.9.2026

SENCo: Mrs M. Day

Date: 17.9.2026

Chair of Governors: Cllr. L Thomas

Date: 17.9.2026