



WESTONZOYLAND

Community Primary School and Pre-school

Multiculturalism, Equality and Respecting Diversity

September 2025

Ratified by:

Headteacher
Andy Clark

Ratified by:

Chairs of Governors
Amy Saturley & Laura Proud

Review date: September 2026

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](#).

In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not

Protected characteristics:

A protected characteristic under the equalities act covers the groups listed below:

- age (for employees not for service provision)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

Meeting the duties:

In order to meet our general duties, listed above, the law requires us to carry out some specific duties. These are to:

- Publish Equality Information* – to demonstrate compliance with the general duty across its functions (we will not publish any information that can specifically identify any individual or where the group is so small that identifying information may be discernable.)
- Prepare and publish equality objectives on the school website
- Consult our stakeholders in the development of our equality objectives when they are updated

*Equality information may include:

Admissions Attendance Attainment Exclusions Prejudice related incidents

Equality Statement:

At Westonzoyland Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment that champions respect for all. At Westonzoyland Primary, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We actively promote the 'No Outsiders' principles within assemblies, PSHE lessons and through our school values and Golden Rules.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

Responsibilities:

We believe that promoting equality is the whole school's responsibility:

School community	Responsibility
Governing body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Ensuring that the school has published the equalities information and equality objectives. Ensuring that staff have access to appropriate training and resources.
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record, report, and respond appropriately to prejudice related incidents. Ensure that the school curriculum promotes diversity and addresses prejudice reflecting strong British Values. Make links with the wider community and take opportunities to have diverse voices in the school.
Senior Leadership Team	To support the Headteacher as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that they are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Non -Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community are treated.
Local community members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all. Share knowledge and resources to help pupils develop a better understanding of the diverse world they live in.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body. Child on child abuse that is related to a protected characteristic is recorded and followed up in line with the school's positive behaviour policy.

Diversity in our curriculum:

Through our curriculum we promote diversity. We seek to ensure that our pupils:

- Understand the world in which they live and the interdependence of individuals, nations and the environment;
- Understand the multicultural nature of society in modern Britain
- Promote self-esteem and to foster respect for those having different religions, beliefs and ways of life
- Develop an attitude which is opposed to discrimination against any person or group on grounds of socio-economic background, creed or ethnic origin or sexuality
- Counter prejudice, particularly racial, and the consequent inequalities
- Live and work harmoniously and with equality of opportunity in a multicultural society

Monitoring and Review of behaviour related to protected characteristics:

This is standing Item on each Full Governing Body meeting. Any incidents will be followed up by the Headteacher as necessary.

No Outsiders ([No-outsiders](#))

We subscribe to the 'No Outsiders' scheme to celebrate differences, using the phrase 'All different, All Welcome.' The scheme provides an inclusive education, promoting community cohesion to prepare young people and adults for life as global citizens. Weekly assemblies are delivered to meet the 'No Outsiders' objectives and teachers have a range of books and lesson plans that they use within PSHME lessons to promote the 'No Outsiders' message.

Our Equality Objectives 2024:

These objectives were drawn up by our student voice group. They have also agreed to monitor our progress against these targets.

- To ensure that at least each term, issues around **equality and discrimination** are **covered in all classes** and children are given the opportunity to ask any questions they may have.
- At the start of each year, to ensure that any class that has a child with a first language other than English (**EAL**) has **important classroom words and reading texts** available in their first language. All children within the class should be taught **knowledge of basic words** (such as hello, please, thank you and help) in that language and be familiar with these words by the end of the first term. This will be with the knowledge and support of the child/ren and families involved.
- To ensure that in any review of the behaviour policy, racism or other forms of **discrimination** remain the equivalent of a 'red card' offense where **parents must be informed**.
- To ensure that by Christmas (and then check each year) that the **library and all class reading areas** contain books about people from different backgrounds including (culture, race, gender, disability and family structures) – see 'No Outsiders' library display. **Teaching resources** and people studied should also include those from **diverse backgrounds**.