



**PARK ROAD ACADEMY
PRIMARY SCHOOL**

**EQUALITY OBJECTIVES
STATEMENT**

2025-2029



Park Road Academy Primary School

Equality Objectives Statement

At Park Road Academy Primary School, we are dedicated to ensuring every child achieves their full potential within an inclusive environment. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

We welcome our duties under the **Equality Act 2010**. The school's general duties, with regards to equality, are to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- 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.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or member of the school community because of their:

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

Our Commitment

At Park Road Academy Primary School, we aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. We are committed not only to eliminating discrimination, but also to increasing understanding and appreciation of diversity.

We believe that a greater level of success from pupils and staff can be achieved by recognising the uniqueness of every individual. Creating a prejudice-free environment where individuals feel confident and at ease is central to our ethos. This will be achieved by:

- Being respectful and treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it brings.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion, empathy and open-mindedness.



Dealing with Prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, we ensure that appropriate action is taken and a resolution put in place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Inclusive in their friendships and learning
- Aware of what constitutes discriminatory behaviour

Our staff are expected to:

- Promote diversity and equality
- Encourage and model inclusive attitudes
- Lead by example in treating all members of the community with dignity and respect

Equality and Dignity in the Workplace

We do not discriminate against staff with regards to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extend to the treatment of all members of the school community. All staff are obliged to act in accordance with the school's policies relating to equality.

We guarantee that no redundancy or disciplinary action will be the result of prejudice. All procedures are applied fairly and without discrimination.

Equality Objectives (2025–2029)

In order to support pupils, raise standards and ensure inclusive teaching, we have set the following equality objectives, to be reviewed every four years (or earlier if needed):



Objective 1 – Narrowing gaps in progress and attainment

To monitor and analyse pupil progress and attainment, with a focus on SEND, disadvantaged pupils, and those with protected characteristics, and provide targeted support to reduce identified gaps.

Objective 2 - Attendance and participation

To continue to be above national expectations for the attendance of vulnerable groups.

Objective 3 - Inclusive curriculum and representation

To ensure that the curriculum reflects and represents the diversity of our school community and wider society, so that all pupils see themselves and others positively represented in texts, topics, and resources.

Objective 4 - Engagement and voice

To strengthen opportunities for pupil and parent/carer voice, ensuring all groups are equally represented and able to contribute to school improvement, clubs, leadership roles, and decision-making.

Objective 5 - Wellbeing and belonging

To promote positive mental health, emotional wellbeing, and a strong sense of belonging for all pupils, with particular attention to those at risk of marginalisation or experiencing prejudice.

These objectives replace those set in September 2021 and will be reviewed in September 2029, or earlier if needed.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

Links with other policies

This document links to the following policies:

- Park Road Academy Primary School Accessibility Plan
- Park Road Academy Primary School SEND Policy
- Park Road Academy Primary School SEND Information Report

Reviewed by J Cox - October 2025

Ratified October 2025