



Gilmour Primary School Equality Policy

1. Aims

At Gilmour Primary School, equality and inclusion are central to our ethos and to the quality of education we provide. We recognise that pupils learn best when they feel safe, valued and respected. We therefore actively promote equality of opportunity and seek to remove barriers to learning and participation for all pupils.

We have high expectations for every child and are committed to ensuring that background, need or protected characteristic does not limit achievement, attendance, behaviour or wellbeing.

This policy supports the school's duty under the Equality Act 2010 and informs our approach to safeguarding, behaviour, attendance, SEND provision and curriculum design.

2. Public Sector Equality Duty

In accordance with the Equality Act 2010, the school will:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between people who share a protected characteristic and those who do not
3. Foster good relations between different groups

Protected characteristics:

- Age
- Disability
- Gender reassignment
- Race

- Religion or belief
- Sex
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership (staff)

3. How does Gilmour Primary School meet the duty?

Quality of Education

We ensure:

- An ambitious curriculum for all pupils, including disadvantaged and SEND pupils
- Adaptive teaching to support access to learning
- Early identification of additional needs
- Intervention support that is purposeful and monitored for impact
- High expectations for attainment and progress for every pupil group

We monitor achievement of groups including:

- Pupils with SEND
- Disadvantaged pupils
- EAL learners
- Different ethnic groups
- Boys and girls

Behaviour and Attitudes

We:

- Apply behaviour policies consistently and fairly
- Monitor behaviour incidents for patterns between pupil groups
- Challenge discriminatory language immediately
- Record and respond to prejudice-related incidents

Personal Development

We promote equality through:

- PSHE and RSHE curriculum
- Assemblies and themed events
- Teaching respect, tolerance and protected characteristics in an age-appropriate way
- Preparing pupils for life in modern Britain
- Promoting British values: democracy, rule of law, individual liberty, mutual respect and tolerance

Leadership and Management

Leaders:

- Analyse data (attendance, behaviour, attainment, exclusions) for different groups
- Provide staff training on inclusion and equality
- Ensure reasonable adjustments for disabled pupils and staff
- Work with parents and external agencies
- Maintain an Accessibility Plan

4. Tackling Discrimination

The school does not tolerate discrimination, bullying, harassment or victimisation. All incidents will be recorded, investigated and addressed in line with the Behaviour and Anti-Bullying policies. Parents will be informed and support put in place.

5. Monitoring

The school evaluates equality through:

- Pupil progress meetings
- SEND reviews
- Attendance monitoring
- Behaviour analysis

- Pupil voice
- Safeguarding monitoring
- External Support and monitoring

The governing body reviews equality information annually.

Objectives are stated on the school website and reviewed at least every three years inline with the statutory expectation of every four years.

This should be read in conjunction with

1. SEND Policy
2. SEN Information Report
3. Behaviour Policy
4. Curriculum Statement
5. Accessibility plan
6. Risk assessment
7. RHSE and PHSE
8. Anti-bullying

Date of Policy: February 2026

Review: December 2028