



Radley CE Primary School

Equality Statement

“I come to bring life in all its fullness.” John 10:10

Introduction

Radley CE Primary School is a Church of England school whose Christian vision and values, known as the ‘Radley R’s’ (Resilience, Responsibility, Respect and Relationships) underpin our work. We are committed to ensuring equality of opportunity and to eliminating unlawful discrimination for all members of our school community. This statement sets out how we comply with the Equality Act 2010 and the Public Sector Equality Duty (PSED).

Publication and review

Published: 21st September 2026.

Equality information updated: annually (next update by 1st September 2027).

Equality objectives: published separately and reviewed annually and renewed at least every four years (next review due March 2028).

Scope

This statement applies to all pupils, staff, governors, volunteers, contractors and visitors. Where the duty differs for employees (for example the protected characteristic of age), this is made clear in our internal records and publications. This statement should be read in conjunction with our equality objectives and plan.

Protected characteristics

For the purposes of this statement we refer to the protected characteristics in the Equality Act 2010: age (for employees), disability, race (including ethnic origin and nationality), sex, gender reassignment, pregnancy and maternity, religion or belief, sexual orientation, and marriage and civil partnership (for employees).

Legal duties

We welcome our duties under the Equality Act 2010. In meeting the PSED we 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 those who do not; and
- foster good relations between people who share a protected characteristic and those who do not

Data, publication and transparency

We will publish information to demonstrate how we are complying with the PSED at least once a year. Published information will be aggregated and anonymised to avoid identifying individuals and will be handled in line with our data-protection (GDPR) procedures.

Where we publish workforce diversity or other employee-related information we will do so proportionately and only where required or judged helpful for transparency.

Our equality information will include analysis across key functions where relevant (admissions, attendance, attainment, exclusions, and prejudice-related incidents) and will be used to inform our equality objectives.

Accessibility and reasonable adjustments

We maintain a separate Accessibility Plan which sets out how we will increase access to the curriculum, improve physical access to the school site and make information more accessible. The Accessibility Plan is published on our website [Radley CE Primary School - Policies](#).

We make reasonable adjustments for disabled children, young people and staff to avoid substantial disadvantage and provide auxiliary aids and services where appropriate.

Fostering good relations and the curriculum

We will foster good relations by:

- promoting tolerance, friendship and understanding of a range of religions, beliefs and cultures across the curriculum (RE, PSHE and wider curriculum), and through reading and literature from diverse authors;
- delivering assemblies and whole-school events that address equality themes;
- working with local faith groups and community partners; and
- encouraging pupil leadership and representation (for example through our School Council and pupil leadership roles) so pupils from a range of backgrounds take part in school life

Addressing prejudice-related incidents

We are opposed to all forms of prejudice and will challenge all discriminatory behaviour.

All prejudice-related incidents are recorded on CPOMS (or our designated incident-recording system), parents/carers are informed, and incidents are reviewed termly by the Senior Leadership Team and reported to governors. Serious incidents will also be referred to the local authority or other agencies as required.

Roles and responsibilities

The Governing Body:

- The Curriculum Committee has strategic oversight of equality
- Monitor progress against equality information and objectives,
- Ensures the school publishes the required equality information.

Lead governor for equality: Diana Moule.

The Headteacher:

- Day-to-day responsibility for implementing this statement,
- Promoting equality across the school
- Ensuring staff receive appropriate training.

The senior leadership team:

- Support delivery
- Ensure fair treatment and access to services and opportunities
- Review recorded incidents.

All teaching and support staff:

- Design and deliver an inclusive curriculum
- Uphold the commitments in this statement
- Record/report prejudice-related incidents

All parents, pupils and the local community:

- Contribute to identifying barriers
- Be involved in monitoring and development of the school's equality work

Complaints and breaches

Alleged breaches of this statement will be dealt with under the school's usual policies (behaviour, anti-bullying, staff conduct and complaints procedures) as appropriate.

Pupils, staff and parents who believe they have experienced discrimination should raise the matter with the school so it can be investigated and addressed promptly.

How to view our equality information and related documents

This Equality Statement, our published equality information (annual) and our Accessibility Plan are available on the school website at www.radleyprimary.uk/policies Paper or large-print copies are available on request from the school office.

Monitoring and review

The school will review this Equality Statement and its objectives published information annually and equality objectives at least every four years. Progress

against any actions arising from our equality analysis will be reported to governors each autumn term.

Headteacher: Claire Thomas

Co-Chairs of Governors: Siobhan Shields and Clare Sandford

Date: 1st September 2026