
**PEASLAKE FREE SCHOOL
POLICY DOCUMENT**

POLICY NO: 10

EQUAL OPPORTUNITIES (EQUALITY) POLICY

Peaslake Free School and Nursery

(A single academy trust funded and regulated by the Department for Education)

Rationale

Peaslake Free School and Nursery is committed to equality for all children, staff, parents, carers and visitors, as set out in the Equality Act 2010. All children have equal access to every area of the curriculum and to all other provision the school offers, including clubs, teams and trips. We value diversity, treat everyone with respect, and will not tolerate unlawful discrimination, harassment or victimisation.

Legal framework

This policy reflects the school's duties as a state-funded academy under the Equality Act 2010. As a public body, the school is subject to the Public Sector Equality Duty (section 149 of the Act). In carrying out our functions we 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.

To meet the specific duties that support the Public Sector Equality Duty, the school will:

- publish information demonstrating how it complies with the Public Sector Equality Duty, and update this at least annually; and
- prepare and publish one or more specific and measurable equality objectives, at least once every four years.

The school's equality objectives are published separately on the school website. The school also maintains and publishes an accessibility plan under Schedule 10 to the Equality Act 2010, setting out how it will improve access to the curriculum, the physical environment and information for disabled pupils.

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Protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of nine protected characteristics:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race (including colour, nationality, and ethnic or national origin);
- religion or belief;
- sex;
- sexual orientation.

All nine characteristics apply to the school's role as an employer. In relation to pupils, the duty not to discriminate applies to all of these except age and marriage and civil partnership, which the Act does not apply to the provision of education to pupils.

Forms of prohibited conduct

The school will guard against, and will not engage in, the following unlawful conduct:

- direct discrimination, including by association or perception;
- indirect discrimination;
- discrimination arising from disability;
- failure to make reasonable adjustments for disabled pupils, staff and others;
- harassment, including sexual harassment; and
- victimisation.

As an employer, the school also takes reasonable steps to prevent the sexual harassment of staff, in line with the Worker Protection (Amendment of Equality Act 2010) Act 2023.

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Our commitments

This commitment to equality is reflected consistently across the life of the school, including in the appointment and treatment of staff, the way children are spoken to and supported, how responsibilities are shared, and how learning is planned and delivered. In practice we aim to:

- build fairness into all that we do;
- listen, respond and work together with all stakeholders;
- provide services that are available to everyone;
- develop an environment where people are valued and respected;
- provide equality of opportunity in our employment practices;
- provide learning and development opportunities for all staff and pupils;
- show respect and dignity to others, and express any criticism sensitively and constructively;
- take a stand against discrimination, including by challenging discriminatory jokes and remarks;
- record, report and challenge any discriminatory incident, including racist incidents, in line with the school's own behaviour and reporting procedures; and
- take any complaint about inequality seriously.

Roles and responsibilities

The trust board (acting as the governing body) has overall responsibility for ensuring the school complies with the Equality Act 2010 and for approving this policy, the published equality information and objectives, and the accessibility plan. The headteacher is responsible for implementing the policy day to day, promoting it among staff, pupils and parents, and ensuring incidents are dealt with promptly and appropriately. All staff are expected to act in accordance with this policy.

Complaints

Anyone who believes they have experienced discrimination, harassment or victimisation should raise the matter through the school's complaints procedure, or through the staff grievance procedure where appropriate. Complaints will be taken seriously and dealt with fairly and promptly.

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Linked policies and practices

This policy links particularly to the following areas:

- Admissions
- Assessment
- Behaviour management
- Collective worship
- Curriculum
- Home/school links
- Homework
- Managing staff sickness and absence
- Marking and planning
- Safer recruitment of staff
- Special educational needs and disability (SEND)
- Special leave
- Staffing
- Teaching and learning
- Pay

Approval and review

Published equality information is reviewed and updated at least annually. Equality objectives are published at least once every four years. This policy is reviewed annually.

Policy ratified by the Finance, Audit & Estate Sub-committee: January 2026

Review date: January 2027