



Crowmarsh Gifford C of E Primary School

Public Sector Equality Duty Statement 2026–2027

Approval by:	Governors
Staff Lead Reviewer:	Vania Eaglen
Assigned Governor:	All
Date of Last Approval:	September 2026
Date of next review:	September 2027
Review Cycle:	Annually
Publish:	Gov Hub, Staff Shared drive, Website

Our Christian Vision

At Crowmarsh Gifford CE Primary School, we believe every member of our community is uniquely created and valued by God. Guided by our values of **Care, Grow, Persevere and Shine**, we strive to ensure that everyone is welcomed, respected and enabled to flourish.

Our commitment to equality reflects our Christian vision and our determination that every child should experience a genuine sense of belonging and opportunity.

Public Sector Equality Duty

Under the Equality Act 2010, the school has 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.

Protected characteristics are:

- age (staff)
- disability
- gender reassignment
- marriage and civil partnership (staff)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Our Commitment

Crowmarsh Gifford CE Primary School is committed to creating a welcoming, inclusive and respectful environment where every individual is valued.

We aim to:

- provide an ambitious education for every child;
- remove barriers to learning and participation;
- promote dignity, respect and kindness;
- celebrate diversity within our school and wider community;
- challenge prejudice and discrimination whenever it occurs;
- ensure equality of opportunity for pupils, staff and families.

Equality Information

The Governing Body receives annual information relating to equality, including:

- attainment and progress of different pupil groups;
- attendance;
- behaviour and exclusions;



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- participation in enrichment activities;
- SEND provision;
- safeguarding and wellbeing;
- discriminatory incidents;
- staff recruitment, retention and professional development where appropriate.

This information enables leaders and governors to identify trends, monitor outcomes and ensure equality of opportunity across the school.

Progress During 2025–2026

During the previous academic year the school has:

- maintained high expectations for all pupils;
- continued to provide an inclusive curriculum reflecting a range of cultures, experiences and perspectives;
- monitored progress of vulnerable groups
- promoted respectful relationships through collective worship, PSHE and Relationships Education;
- recognised a range of cultural and religious festivals to develop understanding and respect;
- ensured that pupils with additional needs received appropriate support to access the curriculum;
- monitored discriminatory incidents and responded promptly where necessary;
- continued to review policies to ensure equality considerations remain embedded in decision-making.

Equality Objectives 2026–2030

The Governing Body has adopted the following Equality Objectives:

1. Ensure every child experiences a strong sense of belonging within our school community.
2. Continue to reduce barriers to achievement so that all pupils make strong progress.
3. Develop an ambitious curriculum that reflects diversity and prepares pupils for life in modern Britain.
4. Promote respectful relationships and actively challenge discriminatory behaviour.
5. Ensure equality of opportunity for all members of the school community.

Progress towards these objectives will be reviewed annually by the Governing Body.

Monitoring and Review

The Headteacher reports regularly to governors on equality matters through school improvement monitoring and statutory reporting.

The Governing Body reviews this statement annually and monitors progress against the school's Equality Objectives to ensure continued compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Publication

This statement is published on the school's website alongside the **Equality Policy and Equality Objectives (2026–2030)** and the **Accessibility Plan**