



EQUALITY & DIVERSITY POLICY

Date of policy: *September 2026*

Review date: *September 2026*

Reviewed by: Annie Blackie- Headteacher

1. Policy Statement

At **Stoke Damerel Primary Academy** our school motto “**Dream Big, Achieve Together**” underpins everything we do. We are an inclusive, caring and welcoming primary school where every individual is valued, respected and supported to achieve their full potential.

Located in **Stoke, Plymouth**, we recognise the importance of preparing children to thrive in an increasingly diverse society. We champion each individual, celebrate difference and are committed to creating an environment where all members of our school community feel safe, respected and included.

As part of this commitment, we are actively working towards achieving our **Anti-Racism Award**, ensuring that equality, diversity and anti-racist practice are embedded within our curriculum, policies and daily school life.

2. Aims of the Policy

This policy aims to:

- Promote equality of opportunity for all pupils, staff, parents and visitors
- Foster a culture of respect, kindness and belonging
- Celebrate diversity and challenge stereotypes
- Eliminate discrimination, harassment and victimisation
- Support pupils to **dream big** by developing confidence and high aspirations
- Enable our school community to **achieve together** through inclusion and mutual respect

3. Legal Framework

This policy is informed by the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**.

The **protected characteristics** are:

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

The school has due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between different groups

4. Inclusion and Equal Opportunities

At Stoke Damerel Primary Academy, we champion each individual and recognise that children develop and learn in different ways. We work proactively to remove barriers so all pupils can access learning, feel represented and succeed.

We:

- Hold high expectations for all pupils
- Respect individual differences and lived experiences
- Make reasonable adjustments and provide targeted support
- Work closely with families and external agencies
- Embed equality into all policies and practices

5. Anti-Racism Commitment

As a school working towards the **Anti-Racism Award**, we are committed to being actively anti-racist. This means we:

- Challenge racism, bias, stereotypes and discriminatory language
- Promote positive representation and inclusive role models
- Teach pupils about fairness, justice and equality
- Take all racist incidents seriously, recording and responding appropriately
- Use reflection, training and pupil voice to improve practice
- Ensure anti-racism is visible, ongoing and meaningful

6. Curriculum, Kapow PSHE and British Values

Equality and diversity are promoted throughout the curriculum, with a strong focus through **PSHE, RSE and Citizenship**, delivered using the **Kapow Primary scheme of work**.

Through Kapow and wider learning opportunities, pupils:

- Learn about equality, identity and the protected characteristics
- Develop empathy, respect and understanding
- Explore difference in a positive and age-appropriate way
- Learn how to challenge unfairness safely and respectfully

The curriculum promotes **British Values**:

- **Democracy** – through pupil voice, voting and representation
- **The rule of law** – understanding fairness, rights and responsibilities
- **Individual liberty** – developing confidence and self-expression
- **Mutual respect and tolerance** – celebrating diversity

7. Pupil Voice and the Equity Council

Pupil voice is central to our commitment to equality and inclusion. Stoke Damerel Primary Academy has an **Equity Council**, made up of children from across the school, which plays an active role in shaping school life.

The Equity Council:

- Provides pupils with a platform to share views and experiences
- Supports the school in identifying and addressing inequalities
- Helps promote equality, diversity and anti-racist messages
- Contributes to assemblies, campaigns and whole-school initiatives
- Works alongside staff to review policies, resources and practices

Through the Equity Council, pupils learn about **democracy, leadership and active citizenship**, supporting our commitment to **British Values** and empowering children to help the school **achieve together**.

8. School Ethos and Environment

Our inclusive, caring ethos is reflected in:

- Positive relationships across the school community
- Clear expectations for respectful behaviour
- Inclusive displays, books and learning resources
- Assemblies and events celebrating diversity, equality and shared values
- A culture where everyone feels safe, valued and listened to

9. Responding to Discrimination and Prejudice

All forms of discrimination are unacceptable. This includes racist, homophobic, sexist and disablist behaviour.

Incidents are:

- Taken seriously and investigated promptly
- Recorded appropriately
- Addressed in line with Behaviour and Anti-Bullying Policies
- Used as opportunities for education and reflection where appropriate

Support is provided to those affected, and restorative approaches are used whenever possible.

10. Roles and Responsibilities

- **Governing Body:** Ensures compliance with equality legislation and monitors the effectiveness of this policy.

- **Headteacher and Senior Leaders:** Lead equality, inclusion and anti-racist practice.
- **All Staff:** Uphold the principles of this policy and challenge discrimination.
- **Equity Council:** Represents pupil voice and supports inclusive practice.
- **Pupils:** Treat others with kindness, respect and fairness.
- **Parents and Carers:** Work in partnership with the school to promote equality.

11. Monitoring and Review

This policy is reviewed regularly to ensure it reflects current legislation, best practice and the needs of our school community in **Stoke, Plymouth**. Feedback from pupils, including the Equity Council, staff and families informs ongoing development.

The policy will be reviewed annually.