



'A Love of Learning Grows Here...'

Equality Duty Statement

Date:	September 2025
Review:	September 2026



Introduction

At The Coombes, our vision is to achieve academic excellence and provide the good conditions described by Jesus Christ in the parable of the sower where each child can grow and thrive. We aim to see each child grow in character, confidence and understanding, grow in appreciation of who they are and acquire the skills needed to succeed in a changing world.

We encourage each other to use our gifts for the good of others and to build up our school as a whole. We have high expectations of academic success and strong pastoral care for all in our community.

The Local Governing Body of The Coombes adheres to the recommendations outlined in the Equality Act 2010. The Coombes will, through its Equality Public Sector Duty and Equality Objectives, identify and record the progress we have made towards achieving equality and tackling discrimination. It will be undertaken in partnership with the school's community.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. A copy of the Equality Act 2010 can be viewed at www.legislation.gov.uk/ukpga/2010/15/contents, with guidance for schools found at www.gov.uk/guidance/equality-act-2010-guidance.

The Public Sector Equality Duty has three aims under the general duty for schools, as referenced in the Equality Act 2010:

- 1) Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
- 2) Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
- 3) Foster good relations between people who share and people who do not share a relevant protected characteristic

To ensure that The Coombes meets the obligations under the Public Sector Equality Duty, we are required to comply with the following specific duties:

- To publish information to demonstrate how we are complying with the Public Sector Equality Duty.
- Prepare and publish equality objectives.

The Coombes Equality Public Sector Duty

In order to fulfil our aim of providing all pupils with the opportunity to succeed and reach the highest level of personal achievement, The Coombes will:

- Use contextual data to improve its support to individuals and groups of pupils.
- Consider the achievement of all pupils when planning for future learning and setting challenging targets, including those with protected characteristics, as outlined in Appendix I.
- Ensure equality for all pupils and prepare them for life in a diverse society
- Seek to involve all parents/carers in supporting their children's education
- Use materials that reflect the diversity of the school, population and local community in terms of race, gender, disability, sex, sexual orientation religion and belief, without stereotyping
- Promote attitudes and values that will challenge discriminatory behaviour or prejudice
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity or other cultures

This policy should be read in conjunction with the following policies and guidance:

- Accessibility Plan
- Anti-Bullying Policy
- Behaviour Policy
- Inclusion Policy
- SEND Policy
- Relationship and Sex Education Policy
- Spiritual, Moral, Social and Cultural Policy
- Teaching and Learning Policy

The Equality Public Sector Duty is reviewed at the end of each academic year. Data relating to this plan is analysed and shared with staff and Governors. Any gaps identified are addressed through monitoring the quality of teaching, provision, support groups, pupil progress meetings and data analysis. Any data relating to an individual pupil remains confidential.

Parents/carers will be kept informed of their own child's progress and achievement through Parents' Evening consultations and the written annual report. Parents can request an update on their child's progress at any point during the year. The Equality Public Sector Duty is published on our website, in conjunction with the Equality Objectives and Equal Opportunities Policy.

The Coombes Equality Public Sector Objectives

Desired outcome	Chosen action/approach	Staff lead	How will it be monitored?	When will it be reviewed?
All stakeholders are aware of the Equality Public Sector Duty and know where to access it.	Review with Local Governing Body. Attach to website. Share with staff. Implementation of Trust EDI policy	Senior Leadership team	Local Governing Body monitoring through visits. LGB meetings Evidence on website. Evidence in newsletter.	Annually
Ensure the school promotes and creates role models which reflects the school's diversity with regard to the protected characteristics	Make reference to current affairs relevant to protected characteristics. Promote The Coombes Values throughout the school and in the wider community. Promote British Values with regard to the protected characteristics. Plan curriculum opportunities to discuss role models and equality (e.g. through PSHE, Relationships Education, History and R.E.). Celebrate the religious festivals of the pupils in our school.	Senior Leadership team	PSHE curriculum Roles and responsibility allocation Book Scrutiny School Council minutes Discussions with children	Termly

Ensure that displays in classrooms and communal areas promote diversity and equality with regard to the protected characteristics	Regularly update displays in classrooms. Update displays around the school environment for events related to diversity and equality (e.g. religious festivals).	All Staff	Governor 'walkabouts' to view boards. Timetable to ensure boards are updated regularly. Review of previous year's events to amend for the next year. SLT to ensure a wide range of subject matter and advise staff regarding this.	Termly Ongoing for classroom displays
Identify, respond to and report any incidents of inequality in the school to Local Governing Body	Report to governors in LGB meetings. Ensure a robust policy and system for reporting (e.g. Anti-Bullying Policy, Behaviour Policy). Ensure all staff are aware of procedure when reporting incidents (including speaking with parents as well as children). Ensure children are aware of who to report incidents of Inequality.	Senior Leadership team Gov	Minutes from LGB meetings. Report forms completed, filed appropriately and any additional actions taken. Monitor effectiveness of peer mediator training / delivery	Termly for LGB monitoring. Ongoing for staffing awareness and support for pupils reporting incidents.
Ensure equal opportunity for all pupils to achieve in core subjects	Planning and teaching takes all pupils into consideration, regardless of protected characteristics. Support is put in place for all pupils who are not reaching age-related expectations. Use school support network to consider all aspects of a child when promoting inclusion and access to the curriculum.	Senior Leadership team SEND O	Analysis of in-school data. Pupil Progress meetings to discuss. Evidence from SEND Co-ordinator of inclusion.	Termly