

Equality Plan 2025

Name: Reina Fazackerley	Date: 30.10.25
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Equality Statement:

"Culcheth Community Primary School promotes equal opportunities for all pupils, staff and school community. We ensure that all persons have equal access to the full range of opportunities provided by the school. We celebrate diversity and actively encourage respect for all as well as promoting fairness and justice in the education that we provide."

All schools are bound by the Equality Act 2010, which aims to ensure all people have equality of opportunity in school and life. At Culcheth Primary we have due regard for the need to advance equality of opportunity between children and adults who share a protected characteristic and those who do not.

The relevant protected characteristics are:- age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Our Vision

Education is for all. We believe embracing equality, diversity and inclusion makes us stronger and better equipped to meet life's challenges. By working collectively we have the power to inspire future generations of children.

- In accordance with our school values and mission statement, we will respect the equal human rights of all our pupils and teach them about equality.
- We will respect the equal rights of staff, Governors and other members of the school community.
- We will comply with relevant legislation and implement school plans in relation to the protected characteristics.

"Where learning is fun!"

Responsibilities:

The governors are responsible for:

- making sure the school complies with the relevant equality legislation ; and
- making sure the school Equality Scheme and its procedures are followed.

The head teacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination relating to the protected characteristics.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

The Headteacher is responsible overall for:

- dealing with reports of hate-incidents.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Scheme.

This plan addresses our specific duties under the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and Equality Act 2006 and 2010. It forms part of our general Equality Scheme and also relates to Warrington Council procedures.

ACTION PLAN

Objectives:	Actions:	Dates & Milestones:	Responsibility:	Resources and costs:
To ensure that all pupils make progress including vulnerable groups.	To monitor and analyse data by and act on any trends or patterns that require additional support.	Termly	R. Fazackerley	
To collect views from parents regarding information needed to support them with children's progress and plan for ways to keep parents informed and to support them in helping their children at home.	To examine if all pupils have access to clubs etc. To ensure opportunities are open to all pupils and no pupil is discriminated against. To find out what support parents need and offer this.	By the end of the Summer Term.	R. Fazackerley	Costs of clubs etc
To audit resources with particular regard to all the strands of the Equality Act, and with particular emphasis on reflecting positive attitudes to all of the equality strands links with another school UK and abroad are developed.	To ensure that displays promote diversity. To ensure that books and other resources promote diversity.	Ongoing	R. Fazackerley	Cost of resources