Camp School
Equality Information and Objectives Policy

Approved by Governing Body: July 2026 Next review: July 2030

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1. Aims

Camp Primary & Nursery School aims to meet its obligations under the Public Sector Equality Duty (PSED). We are committed to:

- Eliminating discrimination and other conduct that is prohibited by the Equality Act 2010
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values, including being a school where we actively celebrate diversity and show respect for each other and the wider world.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among the school community
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives defined in a standalone document.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Governors give ongoing consideration to the school's responsibilities under the Equality Act as part of their discussions, decision-making and policy review processes. Equality implications are taken into account when policies are developed, reviewed and approved, helping to ensure that the school's practices remain inclusive and compliant with its statutory duties. Where relevant, these considerations and discussions are reflected within governing body meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

5. Advancing equality of opportunity

At Camp, we advance equality by:

- Analysing attainment data to identify and support groups at risk of underachievement
- Making reasonable adjustments for pupils with disabilities or SEND
- Ensuring the Camp curriculum reflects a diverse range of perspectives and experiences

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, and also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays

- Is accessible to pupils with disabilities

- Has equivalent facilities for boys and girls

Whilst the school does not maintain a separate written Equality Impact Assessment record, equality considerations form part of the planning and approval process for all school trips and activities. When an event or trip is being organised, members of the Senior Leadership Team review and challenge the proposed arrangements to ensure that they are inclusive, accessible and meet the school's equality duties and expectations. These discussions take place alongside the completion of the risk assessment and help to ensure that potential barriers to participation have been considered and addressed where appropriate. The completed risk assessment is stored by the school.

8. Equality objectives

Equality objectives are published on the school website and progress towards them reviewed annually. https://camp.herts.sch.uk/

9. Monitoring arrangements

The school will update the equality information we publish on the school website, including school context information, at least every year.

The governing board will review this policy document at least every 4 years.

The Headteachers and the school community will update equality objectives at least every 4 years.

The governing board will approve this document.

10. Links with other documents

This document works in conjunction with the following:

- Accessibility plan (on website)
- Risk assessment process (in the Health & Safety policy)
- Equality objectives (on website)
- Behaviour & Anti-bullying policy
- Equality and diversity section on the school website