



OAKDENE  
PRIMARY ACADEMY

GROWING FOR EXCELLENCE

# EQUALITY, DIVERSITY & INCLUSION POLICY

## 2026-2028

Version Number: 1

Ratified by Local Governing Body: July 2026

Next Review Date: July 2028

Academy Link: Governing Body

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## 1. Policy Statement

Oakdene Primary Academy is committed to promoting equality, diversity and inclusion across all aspects of school life. We aim to provide a safe, welcoming and inclusive environment where every member of our community is valued and able to thrive.

We are committed to:

- Providing an appropriate learning experience for all pupils regardless of their **heritage, origin, culture, gender, religion or belief, age, ability, disability, or sexual orientation**
- Treating all staff fairly and equitably in line with employment law and good practice
- Actively challenging discrimination, prejudice and stereotyping
- Promoting a culture of respect, tolerance and understanding

This policy is underpinned by the **Equality Act 2010** and reflects the **Public Sector Equality Duty (PSED)**, requiring us to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between different groups

It also aligns with current **DfE expectations (2026)** including:

- *Keeping Children Safe in Education (KCSIE)*
- *Working Together to Safeguard Children*
- *SEND Code of Practice (2015, updated guidance in use 2026)*
- *Behaviour in Schools Guidance*
- *Relationships, Sex and Health Education (RSHE) statutory guidance*
- *Promoting Fundamental British Values*

## 2. Aims

At Oakdene Primary Academy, we aim to:

- Ensure equality of access, opportunity and outcomes for all pupils
- Promote inclusive teaching through adaptive practice and high-quality first teaching
- Foster an environment where diversity is celebrated and respected
- Ensure all staff are treated fairly and supported in their professional development
- Equip pupils with the knowledge and understanding to challenge discrimination

## Section 1: Pupils

### Policy Overview

Oakdene Primary Academy will not unlawfully discriminate against any pupil or prospective pupil on the grounds of any **protected characteristic**, including:

- Race
- Disability
- Sex
- Gender reassignment
- Religion or belief
- Sexual orientation
- Pregnancy or maternity

#### a) Admissions

Admissions arrangements are fair, transparent and non-discriminatory and adhere to:

- The **School Admissions Code (DfE)**
- Local Authority coordinated admissions procedures

Full details are available on the school website.

#### b) The Curriculum

We provide a **broad, balanced and inclusive curriculum**, ensuring:

- Equal access for all pupils
- Adaptation to meet individual needs (aligned with the **Great Teaching Framework** and adaptive teaching principles)
- Promotion of diversity through curriculum content (e.g. No Outsiders, RSHE, PATHS)
- Opportunities to explore identity, inclusion and belonging

#### c) Special Educational Needs and Disabilities (SEND)

In line with the **SEND Code of Practice**, we:

- Identify and support pupils with additional needs early
- Work in partnership with parents/carers and external agencies
- Provide reasonable adjustments and targeted interventions
- Ensure full participation in school life

#### d) Religious Observance

Religious Education is inclusive and reflective. Parents/carers retain the right to withdraw their child from all or part of RE in line with statutory guidance.

## e) Disability and Accessibility

In line with the **Equality Act 2010** and our **Accessibility Plan**, we:

- Make reasonable adjustments for pupils with disabilities
- Ensure access to the curriculum, environment and wider opportunities
- Work collaboratively with external services to remove barriers

## f) Gender, Identity and Sexual Orientation

We promote equality, respect and understanding for all, ensuring:

- No discrimination based on gender, gender identity or sexual orientation
- Age-appropriate teaching through **RSHE curriculum**
- A safe environment where all pupils feel valued and supported

## g) Minority Ethnic Groups and EAL Learners (including Refugees)

We will:

- Build strong home–school partnerships
- Provide EAL support where needed
- Celebrate linguistic and cultural diversity
- Ensure equitable access to learning

## h) Travellers

We are committed to:

- Supporting the successful integration of Traveller pupils
- Providing continuity of learning
- Valuing and celebrating Traveller heritage

## i) Safeguarding and Inclusion

Equality underpins a number of key policies, including:

- Safeguarding and Child Protection (KCSIE)
- Behaviour Policy
- Anti-Bullying Policy
- Attendance Policy
- Educational Visits Policy
- Accessibility Plan

## j) Complaints

Concerns regarding equality or discrimination will be addressed through the school's **Complaints Procedure**. All concerns are taken seriously and investigated promptly.

## Section 2: Employment

### Policy Overview

Oakdene Primary Academy is committed to equality of opportunity in all aspects of employment.

We will not unlawfully discriminate against any employee or applicant on the basis of any protected characteristic.

### **a) Recruitment and Promotion**

- Recruitment processes are fair, transparent and based on merit
- Safer Recruitment practices are followed in line with **KCSIE**
- Staff involved in recruitment receive appropriate training

### **b) Vetting and Safer Recruitment**

All appointments are subject to:

- Enhanced DBS checks
- Reference checks
- Verification of qualifications and identity

In line with **DfE safeguarding guidance**, any disclosures are considered carefully and proportionately.

### **c) Pay and Conditions**

- All staff are treated equitably in line with the school's **Pay Policy**
- Part-time staff receive pro-rata entitlements
- Employment practices align with Trust and national guidance

### **d) Performance Management and Development**

- Staff benefit from fair appraisal processes
- Professional development opportunities are accessible to all
- CPD supports inclusive practice and equality awareness

### **e) Disability and Workplace Adjustments**

We will:

- Make reasonable adjustments for employees with disabilities
- Work in partnership with staff and external professionals
- Support retention and wellbeing through flexible strategies

### **f) Employment Policies**

All staff are covered by policies including:

- Discipline and capability
- Grievance procedures
- Redundancy
- Flexible working

These ensure fairness, consistency and transparency.

### **g) Flexible Working**

Requests for flexible working are considered in line with statutory guidance and school operational needs.

## **h) Staff Complaints**

Staff concerns regarding equality or discrimination should be raised through the **Grievance Procedure**.

## **3. Responsibilities**

### **Headteacher**

- Ensure effective implementation of this policy
- Promote an inclusive culture
- Report on equality objectives to governors

### **Governing Body / Trust**

- Monitor compliance with statutory duties
- Review policy effectiveness
- Ensure accountability

### **All Staff**

- Uphold the principles of equality and inclusion
- Challenge discrimination
- Model respectful behaviour

## **4. Monitoring and Review**

This policy will be:

- Reviewed every **two years**
- Monitored through safeguarding, behaviour and curriculum evaluation
- Updated in line with statutory guidance and DfE updates

**Next Review Date:** January 2028

At Oakdene Primary Academy, we are proud to be a school where every individual is respected, valued and supported—truly **Growing Through Excellence together**.