



Ambition

Courage

Respect

Equalities, Information and Objectives Policy 2026

Reviewed by Chair of Governors and Headteacher March 2026

Ratified at FGB 18.03.2026

Next review due March 2028

Equalities Information and Objectives

The Angmering School demonstrates a strong culture of inclusion and through the vision, values and culture of the school. Staff and governors are committed to promoting equality of opportunity across the school community and take seriously the requirements of the Public Sector Equality Duty as defined by legislation in 2010.

<http://www.legislation.gov.uk/ukpga/2010/15/section/149>. This will next be reviewed every 4 years to comply with the Public Sector Equality Duty (PSED).

The Public Sector Equality Duty aims to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.

Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

consulting and involving those affected by inequality, in the decisions your school takes to promote equality and eliminate discrimination - affected people could include parents, pupils, staff and members of the local community.

Equality Objectives

To ensure that all pupils new to the school, including EAL and SEND experience a successful transition, are happy and settle quickly to learning.

To ensure that all pupils, irrespective of gender, make at least good progress year on year and to close gaps in attainment between boys and girls.

To ensure that all parents are happy to come to school take part in school events and feel they are able to raise concerns about their child or about the way they are treated as a member of the school community and do not feel they are discriminated against in any way.

To extend our pupils' understanding of cultural diversity and tolerance of differences in culture and religious beliefs through positive experiences of different cultures traditions and languages.

Equalities information

All stakeholders at The Angmering School live through our School Values of Ambition, Respect and Courage– we all strive to demonstrate these both in and out of school, at all times in all that we do. We promote inclusivity at all times, regardless of race, religion, ethnicity, sexual orientation, gender identity, disability, age or gender and we endeavour to improve the lives of all our children, young people and families.

We celebrate our diversity and take steps to tackle all kinds of bullying and in doing so, we believe that children will be happier and more successful. We celebrate all our children and their families without discrimination. We are a caring community where our School Values and gem system is built on respect and inclusivity for all.

At The Angmering School we are determined that all our students will achieve the best that they can academically. We analyse data on pupil performance regularly so that we can identify any groups of children that appear to be under performing, analyse the reasons why and take steps to remove any barriers to learning.

Equality is about much more than academic achievement is key to our approach. We are committed to ensuring that all students have as full access as is reasonably practical to all the opportunities that the school provides and that all students, [regardless of background, gender, culture, faith, ability, economic status or ethnic origin] will be treated with equal respect by fellow pupils, teachers and other employees.

Children in our SSC (Student Support Centre for Communication or Physical Disabilities) are taught in the classrooms alongside all the other children in their year group. They are supported in the classroom by the class teacher and a teaching assistant, only leaving the classroom for any interventions they require. In addition to doing whatever is reasonably practical to meet the specific needs of children who are disabled, have Special Educational Needs, have medical conditions or qualify as Pupil Premium we endeavour to ensure that they do not miss out on out of class activities, such as school trips or opportunities to attend any clubs.

Our school has specific policies on each of Admissions, Behaviour, Bullying, Equalities and Special Educational Needs. We ensure that all policies, where appropriate, but especially these policies, promote all forms of equality. Policies are regularly reviewed and agreed by the school's Governors. They form a key part of the basis of the day to day running of our school.

All stakeholders are consulted in our decisions around how we promote equality and eliminate discrimination through questionnaires. Pupils are consulted through School Council and Pupil Voice and many of our pupils are Pupil Leaders.