



'Believe. Achieve. Be Proud.'

Lyngford Park Primary & Nursery School

Equality Act 2010: Equality Information and Objectives Statement

Introduction

Lyngford Park Primary School and Nursery has a statutory duty to publish one or more equality objectives at least every four years by the 6 April each year. This document sets out our five equality objectives for 2024-28

The objectives seek to promote equality, diversity and opportunity for all within our school community. We have identified these objectives based on a range of evidence about the issues for schools in the Richard the Huish Trust. Every four years, we review this evidence, and update our objectives accordingly.

The legal context

Schools have a statutory duty under the Equality Act 2010 to pay 'due regard' to the following when exercising public functions:

- Eliminate discrimination, harassment and victimization and other prohibited conduct;
- Advance equality of opportunity for people with protected characteristics;
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The Act also requires schools to:

- Publish equality objectives that are proportionate, specific and measurable
- Report annually on progress
- Publish a school accessibility plan

Lyngford Park Primary School and Nursery is a place where we believe that everyone deserves to be fairly treated and should have the opportunity to achieve their personal potential. All those associated with the School – staff, students, parents/carers and governors – are expected to subscribe to a set of core values that will help to ensure that every student is provided with the best opportunities to learn and progress.

THESE CORE VALUES ARE:



The infographic consists of seven horizontal bands, each with a unique color and a central icon made of text. The top and bottom bands feature a decorative border of multi-colored vertical lines. The bands are as follows:

- Blue band:** Icon is a target symbol. Text: **Pupils and Students are at the centre of everything we do** – all decisions are considered in relation to the impact on pupils and students.
- Teal band:** Icon is a recycling symbol. Text: We carefully **consider the environmental impact** of our activities and actively seek more sustainable solutions – we are committed to reducing our environmental impact.
- Orange band:** Icon is a five-pointed star. Text: We are determined and rigorous in our pursuit of **educational excellence** – we are individually and collectively committed to making improvements for the benefit of pupils and students.
- Red band:** Icon is a plus sign. Text: We strive to **add value** and are committed to supporting all members of the School and College community to achieve beyond what might be expected.
- Light green band:** Icon is a heart shape. Text: We have a **culture that cares** for the individual and promotes inclusivity, equality and mutual respect – specialist support is available for all and diversity is embraced.
- Dark purple band:** Icon is a square with internal lines forming a grid. Text: **Honesty and integrity** are central to our work – we are committed to being transparent, open and trusting.
- Magenta band:** Icon is a gear. Text: We **work collaboratively** and constructively as a team in order to best serve the local and wider community – all stakeholders work together positively and professionally.

THE EQUALITY DUTY

The Equality Act 2010 created a public sector equality duty which was developed to harmonize the equality duties relating to race, disability, age and gender, and to extend it across the other protected characteristics. These are sexual orientation, religion or belief, gender reassignment, pregnancy and maternity, and marital status. The college must therefore have due regard to the need to:

Eliminate unlawful discrimination, harassment and victimization.

Advance equality of opportunity between people who share a protected characteristic.

Foster good relations between people who share a protected characteristic and those who don't.

The equality duty requires the school to integrate consideration of equality and good relations into its day-to-day running. Equality duty is a legal obligation, and it makes good business sense, because having a workforce with a supportive working environment is more productive, and a diverse workforce draws on a broader range of talent with which to support all our students.

Issues our objectives take into account

1. Our equality objectives address the following issues:
 - The recognition of protected characteristics and that all learners are equal.
 - The need to address achievement gaps within groups of pupils to improve life chances: boys and girls, those in receipt of Pupil Premium funding or free school meals, children with SEND and children looked after.
 - Promoting positive attitudes to cultural diversity through the curriculum and enrichment.
 - Engaging with the school community to support inclusivity.

Equality Objectives for 2024-2028

2. Our five objectives are to:
 1. Ensure all learners, regardless of their protected characteristics, are equal
 2. Actively work to close achievement gaps for all groups of pupils
 3. Promote positive attitudes and relationships that recognize and respect differences
 4. Foster a sense of community by engaging parents and local community members
 5. Observe good equalities practice in recruitment and development of staff, Trustees and LGB members.

Monitoring & governance arrangements

3. Our Local Governing Body is responsible for monitoring delivery of our objectives on an annual basis.
4. The date of the next formal review of these objectives is July 2028

For further information please contact the school office, details on the school website.

Protected Characteristics

OUR STUDENTS 2024-25

GENDER

FEMALE %	MALE %
52%	48%

STUDENTS AGE	NUMBER	%
Under 3	13	4.2%
3yr Old	21	6.8%
4-5yr olds	60	19.6%
6-7yr old	72	23.5%
8-9yr olds	80	26.1%
10-11yr olds	60	19.6%

STUDENTS DISABILITY	NUMBER	%
Considers themselves to have a learning difficulty and/or disability		
No	271	88.5
Yes	35	11.43%

NATIONALITY	NUMBER	%
Asian and any other background	11	3.59%
Any other mixed background	47	15.35%
White British	204	66.66%
White Other	40	13.07%
Not disclosed	4	1.3%
TOTAL	306	100%

Objectives	Actions	Timescale	How will we know we've achieved this objective?	Responsibility
To ensure all learners, regardless of their protected characteristics, are equal.	Equality of opportunity in all aspects of school life. No one is excluded.	An ongoing priority to ensure inclusivity and opportunity.	With our next Pupil survey.	Headteacher
To actively work to close achievement gaps for all groups of pupils.	Monitoring standards. Intervention and support where gaps are identified.	By July 2028	With our next Pupil survey.	Headteacher and SLT
To promote positive attitudes and relationships that recognise and respect difference.	Delivered through the PSE and SRE curriculum; Assemblies; Theme days and Enrichment activities.	An ongoing priority to ensure inclusivity and opportunity.	Review of curriculum content and signposting where and how this is promoted.	Headteacher and SLT Subject Lead for PSHE
To adopt a sense of community by engaging parents and local community members.	Parents and community members invited to attend school events. Use of social media to reach parents.	Ongoing to support inclusivity.	Parental engagement at parents' evenings to get over 70% from last parents evening	Headteacher
To observe good equalities practice in recruitment and development of staff and LGB members.	Recruitment panels are conscious of equality and diversity agenda and seek to recruit staff and LGB members that represent the community it serves.	By 2028	That there is greater diversity in terms of the staff and LGB	Headteacher Chair of LGB