



Vernham Dean Gillum's Primary School

Equality Information & Objectives Statement

1. Public Sector Equality Duty

The school complies with the Public Sector Equality Duty by:

- Eliminating discrimination.
- Advancing equality of opportunity.
- Fostering good relations between groups.

We have due regard to protected characteristics including disability, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, and age (in relation to staff).

2. School Context (Small Rural Setting)

- Small pupil population.
- Limited ethnic diversity within immediate locality.
- Mixed-age teaching model.
- Strong community links.

The school recognises that rural isolation can present barriers to opportunity. We therefore actively broaden pupils' experiences through curriculum enrichment and community partnerships.

3. Equality Information

The school publishes and reviews:

- SEND attainment data.
- Behaviour and exclusion data.
- Participation rates in clubs and trips.
- Staff recruitment and pay data (where appropriate).

Analysis is presented annually to governors.

4. Equality Objectives (2026-2030)

1. Reduce the attainment gap between SEND and non-SEND pupils by 10% by July 2029.
2. Ensure curriculum representation reflects diverse backgrounds beyond the immediate rural community.
3. Maintain equitable participation in extra-curricular activities (within $\pm 5\%$ variation).
4. Ensure 100% of staff receive annual equality and inclusion training.

Progress towards these objectives will be reviewed annually and published on the school website.

Date of Policy Update : Summer 2026

Date of Review: Summer 2027

Signed:  Ian Hickman - Executive Headteacher

Signed:  Paul Nicoll - Chair of Governors

Date: 14th May 2026