

Watergate School - Public Sector Equality Duty Statement June 2026

At Watergate, we are committed to promoting equality, diversity, and inclusion in everything we do. As a specialist SEN primary school in London, we celebrate the richness of our community and recognise our responsibility under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity, and foster good relations for all pupils, staff, families, and visitors.
Our Commitment to Equality.

We actively uphold the three aims of the Public Sector Equality Duty by:

- Eliminating discrimination — ensuring that no member of our community experiences unfair treatment or barriers because of disability, race, gender, religion, sexual orientation, gender identity, pregnancy or maternity, or any other protected characteristic.
- Advancing equality of opportunity — removing disadvantages, meeting individual needs, and encouraging participation for all pupils, especially those with complex or additional needs.
- Fostering good relations — promoting understanding, respect, and positive interaction across different groups within our school and wider community.

How We Put This Into Practice

- Inclusive curriculum — We design learning that reflects our pupils' diverse needs, cultures, and experiences, ensuring accessibility through personalised approaches, adapted resources, and specialist support.
- Accessible environment — Our school environment is continually reviewed to ensure it is safe, welcoming, and physically accessible for all pupils, including those with physical, sensory, or communication needs.
- Staff training — All staff receive regular training on equality, safeguarding, SEND practice, and inclusive behaviour support.
- Family partnership — We work closely with parents and carers, valuing their expertise and ensuring they are active partners in their child's education.
- Community cohesion — We celebrate cultural events, promote positive role models, and encourage pupils to develop respect and empathy for others.
- Monitoring and evaluation — We analyse data on progress, attendance, behaviour, and participation to identify inequalities and take action where needed.

Our Equality Objectives (2026–2029)

- Reduce attainment gaps by ensuring all pupils make strong progress from their starting points through personalised learning and targeted interventions.
- Improve accessibility across the curriculum and school environment, including communication systems, sensory spaces, and access to safe and engaging outside areas.
- Strengthen representation of diverse cultures, identities, and experiences within the curriculum.
- Enhance staff confidence in supporting pupils to advocate for themselves, to keep themselves safe, express identities, beliefs and preferences.

- Promote pupil voice by developing accessible systems that allow all pupils, including non-verbal communicators, to express their views and influence school decisions.

Progress towards these objectives is reviewed annually and published on our school website.

Leadership and Accountability

The Headteacher, Senior Leadership Team, and Governing Body share responsibility for ensuring compliance with the Public Sector Equality Duty. Equality considerations are embedded in all decision-making, including policies, recruitment, curriculum planning, and resource allocation.

Pupil and Staff Information 2025-2026

	Staff		Pupils	
Number	145		189	
Gender	128 Female	17 Male	46 Female	143 Male
Ethnicity	Black Caribbean	29	Black Caribbean	20
	Black African	19	Black African	46
	Any Other Black Background	5	Any Other Black Background	5
	White British	62	White British	32
	Any Other White Background	12	Any Other White Background	12
	Mixed	4	Mixed	46
	Other / Not stated	14	Other / Not stated	28

Free School meals	46.03% (87 pupils)
Pupil Premium	46.56% (88 pupils)
Attendance Current School Year	90.34%
Attendance Last Year	89.76%
Religion	Christian – 12.7% Muslim – 19% No Religion – 22% Anglican/CofE – 5.3% Hindu – 1.5% Roman Catholic – 5.3% Other / Not stated – 34.2%