Equality & Respect Policy

WATERGATE SCHOOL

'I Can, You Can, Together We Will'

Reviewed and Revised: June 2026

Agreed by the Governors:

Date of Next Review: June 2029

Aims

Watergate welcomes its duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision)
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (we will not publish information that will identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include:

- Admissions
- Attendance
- Attainment
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above, however, where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

Our Mission

At Watergate pupils' learning and achievement is our priority. We provide excellent and motivating education, tailored to individual needs in a safe and secure environment.

Success is celebrated; independence is encouraged; everyone is valued, respected as an individual and is eager to learn with enjoyment. The school has a fun, motivating and happy atmosphere where pupils reach their full potential.

Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and may seek support from the Local Authority.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. Ensuring that staff have access to appropriate training and resources
Headteacher	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents.
School Leadership Team	To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.

Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Non -Teaching Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.
Parents/Carers	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	With adult support, take an active part in supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

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%

Policies and Practice

The principles of our Equality and Respect Policy apply to all our policies and practices. Although this policy is the key document for information about our approach to equalities in line with the Public Sector Equality Duty, information and evidence of our policy in action is also included in other policies including Teaching and Learning.

Curriculum

- Admissions
- Positive Behaviour and Anti-bullying
- School Development Plan
- Rights Respecting School Status
- Equality, Diversity & Inclusion Mark
- Staff Handbook
- Staff Relationship Guidelines Safeguarding
- Staff Code of Conduct
- School website and newsletters
- SEND Policy

The Governing Body considers equality issues in all areas of strategic planning, monitoring and evaluation.

At Watergate we consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day-to-day life of the school. These are impact assessments. We involve those who are affected by a policy or activity in the design of new policies, and in the review of existing ones.
We collect data and monitor progress and outcomes of different groups of learners and use this data to support school improvement and take action to close any gaps. We regularly carry out Equality Data Analyses and act promptly to address any areas of concern that we find. We also report this data to the local authority when required to do so.

We maintain records of all aspects of relevant training. We have a programme of induction to ensure we meet the school's changing needs and to reflect our changing population.

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.

Breaches

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

We will ensure that the whole school community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the school's website.