

The Langley Moor Schools Federation



Equality Objectives and Information

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*Our aspirations are high and we will work together to develop learners who embrace challenge, have fun and give back to others.
We want everyone in our school community to be the best that they can be.*

Equality Act 2010

Our provision of the public sector equality duty

Langley Moor Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard'

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil can be identified.

Staff:

Our school employs less than 150 staff members and therefore is not required to publish staff data. The school uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed in this document.

Pupils:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information.
Gender reassignment (gender identity)	We are an inclusive school and support any pupil exploring their gender identity.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	Pupils across our school represent a wide range of ethnicities including; White British, Black African, Any other ethnic background, White and Black African, White and Asian, Any other mixed background, Black Caribbean,

	Any other White background, Chinese, Any other Asian background, Bangladeshi and White and Black Caribbean.
EAL (English as an Additional Language)	Languages spoken within our pupil profile include: English, Bemba, Kurdish, Filipino, Turkish, Hungarian, Ukrainian, Chinese (Cantonese), Bengali and Russian. 8% pupils across school have English as a second or additional language.
Religion and Belief / no belief	Religions within our pupil profile: Christian, no religion, other religion/ faith, Muslim, Hindu and Roman Catholic. Some parents/ carers declined to share this information.
SEND	13% pupils identified with a Special Educational Need.
Sex – male/female	51.8% female 48.2% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	18% pupils eligible for Pupil Premium

We will update our equality information at least annually and publish on the school website.

Equality Objectives

Our equality objectives are:

1. To increase staff and pupil awareness of prejudice, including unconscious bias.
2. To ensure that all pupils access enrichment opportunities in school including after school clubs.
3. To increase books and materials that represent diversity and the protected characteristics.
4. To monitor and analyse pupil progress and achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

We will update our equality objectives every four years and publish them on our school website.