

# Stanley Grove Primary & Nursery Academy

## Equality Information and Objectives

2022–2026

Reviewed: November 2025

Next review: November 2026

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### 1. Legislative Context

Stanley Grove Primary & Nursery Academy is committed to promoting equality, diversity and inclusion and to eliminating discrimination. This statement is published in accordance with:

- **The Equality Act 2010**
- **The Equality Act 2010 (Specific Duties) Regulations 2011**

Under this legislation, the Academy and Accomplish Trust have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
  - Advance equality of opportunity between people who share a protected characteristic and those who do not
  - Foster good relations between people who share a protected characteristic and those who do not
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### 2. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination on the basis of the following protected characteristics:

- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
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### 3. Equality Objectives (2022–2026)

The Academy has identified the following equality objectives to meet its duties under the Equality Act 2010.

#### Objective 1

Promote positive attitudes to diversity and foster respectful relationships through the curriculum, wider Academy life and the Academy's values.

#### Objective 2

Ensure that pupils from all groups and backgrounds make progress at least in line with their peers, with a focus on identifying and reducing any gaps in attainment in English and Mathematics.

#### Objective 3

Maintain a culture where all pupils feel valued, respected and supported, enabling them to develop confidence, wellbeing and informed life choices.

#### Objective 4

Use the **PSHE and RSHE curriculum** to teach equality, respect and tolerance in an age-appropriate way, supporting pupils to understand differences and challenge stereotypes.

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### 4. How We Are Meeting These Objectives

Stanley Grove Primary & Nursery Academy demonstrates its commitment to equality through the following actions:

1. Equality Information and Objectives are published and reviewed on the Academy website in line with statutory requirements.
2. Curriculum planning includes opportunities to explore a **range of religions, cultures and beliefs**, supported by whole-school focus events and displays.
3. A **diversity-themed area in the Academy library** promotes inclusive texts that reflect a wide range of backgrounds, families and experiences.
4. Displays across the Academy, including science and topic displays, reflect people of different **ethnicities, genders, abilities and roles**, challenging stereotypes.
5. Whole-school themes such as **"All Different, All Equal"** celebrate diversity, promote inclusion and support respect within the Academy community.
6. Visitors and role models are planned to reflect diversity and inspire pupils, including:
  - Hannah Cockcroft, Paralympic gold medal winner
  - Parents and staff sharing religious beliefs and practices

- Volunteers and individuals with lived experiences (e.g. stroke survivor)
  - STEM professionals from a range of backgrounds
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## 5. Roles and Responsibilities

- The **Academy** is responsible for implementing equality objectives in day-to-day practice.
  - The **Local Governing Body** monitors progress towards the objectives.
  - **Accomplish** provides strategic oversight and ensures compliance with statutory duties across the Trust.
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## 6. Monitoring and Review

Equality information is reviewed annually, and equality objectives are reviewed at least every four years. Progress towards objectives is monitored by senior leaders and the Local Governing Body and reported through Trust governance structures.

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