Equality Statement

This Equality Statement has been adopted by the Governing Body of Crown Meadow First School and Nursery in accordance with the Equality Act 2010 and the Public Sector Equality Duty.

At Crown Meadow First School and Nursery, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, sex, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity status, or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying, prejudice and stereotypes, and by creating an environment which champions dignity and respect for all.

At Crown Meadow, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Our Equality Duties

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
Advance equality of opportunity between people who share protected characteristics and those who do not.
Foster good relations between people who share protected characteristics and those who do not.

Equality in Teaching and Learning

Ensuring equality of access for all pupils and preparing them for life in a diverse society.
Using materials that reflect the diversity of the school population and wider community without stereotyping.
Promoting attitudes and values that challenge discriminatory behaviour and prejudice.
Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of others.
Seeking to involve all parents and carers in supporting their child's education.
Using inclusive teaching approaches that meet the needs of all learners.

Equality in Admissions and Exclusions

Admissions and exclusions are administered fairly, transparently, and lawfully.
The school monitors admissions, attendance, behaviour and exclusion information to help ensure that no group is unfairly disadvantaged.

Equal Opportunities for Staff

All appointments, retention, development and promotion decisions are based on merit and ability and made in compliance with equality legislation.
We seek to ensure that our workforce reflects and values the diversity of our community.

Disability Equality

We are committed to making reasonable adjustments for disabled pupils, staff and visitors.
We will work to ensure that disabled members of our school community can access and participate fully in school life.

The Governing Body will:

Ensure that equality information and objectives are published and communicated throughout the school.
Ensure that equality information is reviewed and updated annually.
Review and update equality objectives at least every four years.
Delegate responsibility for monitoring the achievement of equality objectives to the Headteacher.
Monitor the impact of school policies and practices on different groups within the school community.

Equality Objectives (2026-2030)

- Monitor and reduce any gaps in attainment, progress, and attendance between groups of pupils.
- Promote understanding, respect, and positive relationships through the curriculum and wider school life.
- Ensure equitable participation in enrichment activities, leadership opportunities, and school events.
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For further information, please refer to the school's full Equality Policy.

Adopted by the governing body on 5th October 2026

Review date October 2027