





Wrekin View Primary School

Public Sector Equality Duty Report 2025/2026

Date of last review	14.09.2025		Named responsibility	Fiona Atherton
Approved by the LGB	06.10.2025		Named responsibility	LGB
Date for Review	30.09.2026		Named responsibility	Fiona Atherton

Introduction

The Public Sector Equality Duty requires schools to publish information to demonstrate how they have due regard for the need to:

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

Wrekin View Primary School actively upholds the equality objectives set out by the Learning Community Trust, these are reviewed at least every 4 years.

Protected Characteristics

Under the Equality Act 2010, schools must have due regard to the needs of individuals who share protected characteristics. These characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

At Wrekin View Primary School, we recognise that pupils, families and staff may have one or more of these protected characteristics. Our policies, curriculum, pastoral support systems and recruitment practices are designed to ensure that individuals are treated fairly and with respect, and that barriers to participation or achievement are identified and addressed.

When reviewing school policies, analysing pupil outcomes and planning provision, leaders consider whether any group may be disproportionately affected. This ensures that decisions support equality of opportunity and foster positive relationships across our diverse school community.

Through this approach, equality is embedded not only in policy but in the everyday life of the school.

Our commitment to equality

At Wrekin View Primary School, we believe every child and adult should feel valued, respected, and safe. We are committed to promoting equality and celebrating diversity in everything we do. This report explains how we meet the Public Sector Equality Duty, which means we work hard to:

- Eliminate discrimination and harassment
- Give everyone equal opportunities
- Build positive relationships between all groups

We review this report annually and publish it on our school website so our community can see the steps we are taking.

Why we do this

The Equality Act 2010 requires schools to show how they promote fairness and inclusion. At Wrekin View, equality is not just a legal duty—it's part of who we are. We want every pupil to thrive and every member of our community to feel respected.



Wrekin View Primary School equality objectives

Our objectives in fulfilling the Public Sector Equality Duty are as follows:



1. Eliminating discrimination

We will:

- Ensure all school policies promote fairness and equality.
- Provide staff training on responsibilities under the Equality Act 2010.
- Take prompt action on any incidents of discrimination or harassment.
- Monitor pupil progress and well-being to identify and address gaps.

2. Advancing equality of opportunity

We will:

- Remove barriers to learning and participation for all pupils.
- Offer a broad curriculum that promotes respect and diversity.
- Adapt teaching strategies to meet individual needs.
- Use diverse resources and positive role models to challenge stereotypes.

3. Fostering good relations

We will:

- Promote a positive school ethos where everyone feels valued.
- Teach respect for different cultures, religions, and backgrounds.
- Encourage collaboration between all groups in our school community.
- Celebrate achievements from all backgrounds.

British Values

Wrekin View actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. These British Values are embedded throughout the curriculum and explicitly taught through PSHE lessons and assemblies delivered by staff.

At Wrekin View we respect and value all children and are committed to providing a caring, friendly, and safe environment for all our pupils so they can learn and achieve their full potential. We believe every pupil should be able to participate in all school activities, as well as extra-curricular activities in an enjoyable and safe environment and be protected from harm.

Roles and responsibilities

To ensure the effective implementation of the objectives stated, the following roles and responsibilities are assigned:

Headteacher: Ensures compliance and promotes equality across the school.

Local Governing Body: Oversees policies and practices to make sure they reflect our equality objectives.

Strategic Alignment

At Wrekin View, equality, diversity and inclusion are integral to the school's strategic leadership and improvement planning. Consideration of equality runs through our curriculum design, safeguarding systems, behaviour policy, SEND provision and pastoral support structures.

Progress towards our equality objectives is reviewed alongside wider school improvement priorities through leadership monitoring, pupil progress discussions and governor oversight. This ensures that equality of opportunity, respectful relationships and inclusive practice are embedded across all aspects of school life rather than treated as a separate initiative.



Wrekin View Primary School Public Sector Equality Duty Annual review of equality objectives – Year 1 Impact report



During the first year of the current equality objectives cycle, Wrekin View Primary School has continued to strengthen inclusive practice across teaching, pastoral support and wider school life. Our work has focused on ensuring fairness, removing barriers to participation and fostering a school culture where all members of the community feel respected and valued.

The following section outlines the progress made against each of the school's equality objectives.

Objective 1: Eliminating discrimination

Throughout this year the school has continued to review its policies and practices to ensure that they promote fairness and equality for all members of the school community.

All key policies have been reviewed in line with Trust guidance and the Equality Act 2010 to ensure that they reflect the school's commitment to preventing discrimination and promoting respectful behaviour. Staff receive regular safeguarding and behaviour training which reinforces expectations around respectful language, inclusion and professional conduct.

Any incidents relating to discrimination or unkind behaviour are addressed promptly through the school's behaviour systems and restorative approaches. Pupils are supported to understand the impact of their actions and to develop empathy and respect for others.

Leaders also monitor pupil well-being, behaviour and participation to ensure that no group of pupils experiences disadvantage within school systems. This ongoing monitoring enables early identification of concerns and allows the school to respond quickly with appropriate support.

Objective 2: Advancing equality of opportunity

Ensuring that all pupils can access learning and school opportunities remains a key priority for Wrekin View Primary School.

Teachers plan learning carefully so that lessons are accessible to all pupils, including those with additional needs. Adaptive teaching strategies are used to support pupils with different learning needs, ensuring that pupils receive the right level of support and challenge.

Pupil progress is reviewed regularly through internal monitoring processes. Particular attention is given to pupils who may face barriers to learning, including pupils with SEND, disadvantaged pupils and pupils learning English as an additional language. Targeted support and interventions are provided where needed to ensure that pupils can make strong progress.

The school also works to ensure that pupils can access the full range of wider opportunities available. Clubs, trips and enrichment activities are open to all pupils, and staff work with families to remove any barriers to participation so that every child can benefit from the wider life of the school.

Objective 3: Fostering good relations

Promoting mutual respect and understanding is central to the ethos of Wrekin View Primary School.

Pupils learn about diversity, respect and inclusion through the PSHE curriculum, assemblies and everyday classroom discussion. These opportunities help pupils develop an understanding of different cultures, beliefs and experiences while reinforcing the importance of kindness and respect.

The school promotes a positive culture in which pupils are encouraged to listen to others, work collaboratively and resolve disagreements respectfully. Staff model respectful interactions and support pupils to develop strong relationships with their peers.

Opportunities throughout the school year, including themed assemblies, curriculum work and community events, celebrate diversity and encourage pupils to value the contributions of others within their school community.

Summary

During this year Wrekin View Primary School has continued to embed inclusive practice across the school. Policies, teaching approaches and pastoral systems work together to ensure that pupils and staff are treated fairly and with respect.

Key areas of progress include:

- continued monitoring of pupil outcomes and participation
- adaptive teaching to support pupils with differing needs
- inclusive pastoral support for pupils and families
- a strong focus on respectful relationships and positive behaviour

The school will continue to review its progress annually to ensure that equality remains central to school improvement and that all members of the community feel safe, supported and valued.

Monitoring and Review

We regularly review our progress, consult with staff, pupils, and parents, and update our policies to keep improving. The next review will take place by **30th September 2026**.