



Derwent Primary School
"Share the love of learning"



Southill Lower School

Derwent and Southill Federation Equality Statement 26-27

We respect ourselves; we respect others; we respect our environment

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Public bodies, including local-authority-maintained schools, are covered by the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

At Derwent and Southill Federation we strive 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.

This means we will:

Take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity.

Actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.

Regularly consider the impact of our curriculum to ensure that it promotes awareness of the rights of individuals and develops the skills of participation and responsible action. We want children to understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.

Monitor the progress and achievement of pupils who fall within the appropriate protected characteristics. This information will help us set equality objectives, remain fully inclusive and ensure pupils achieve their full potential.

Work with outside agencies and other schools where appropriate to ensure that every opportunity is taken to promote and advance equality.

Monitor bullying, prejudice related incidents, and deal with them effectively. Regular training will be given to new and existing staff to ensure that they are aware of the process for reporting and following up any incidents of bullying.

Have an expectation that all staff will be role models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

Derwent and Southill Federation Equality objectives 2026 - 2029

Objectives	Target Group	Action	Timescale	Monitoring and evidence
To develop a whole school approach to equality diversity and inclusion	All children	PDA Medical needs and pastoral support training for all staff Whole school approach agreed and embedded via OneDecision resources in lessons and via British Values and PSHE assemblies using the Picture News Improved inclusion tracking through learning wanders by SENCO Pastoral meetings with parents of pupils struggling with ESBA Closely monitor suspensions to ensure reasonable adjustments are in place as per law and that EHCP outcomes are met	Autumn and onwards 2026 by HT in both schools	Weekly assemblies in place Picture News discussion slide shared in class weekly with all year groups Pupil Progress meetings now termly, track outcomes for all vulnerable groups - these show improved attendance and attainment for vulnerable groups SEN learning wanders show inclusion in place and high expectations of behaviour and attainment within appropriate thresholds for the child Extra attendance and in school provision via FEW to reach all families especially those who are disadvantaged. Use of TEP engagement data to inform school development planning to ensure progress and attainment of all groups is tracked and interventions planned where necessary.

				Ongoing via HT and SLT minutes. All communication logged through CPOMS
To improve outcomes for Service Premium pupils To update staff and knowledge of Service Premium families	All stakeholders Staff Parents Governors	Staff training into how to support learners in school Update of Service Premium offer to parents Revision of support available via the RAF Henlow for WAC at Derwent Attendance at the RAF Henlow Young Persons Welfare Board Head Teacher Tenille Rimmer	September 2026 and ongoing	Service Premium policy outlines specific support for service families pupils including pastoral care and extra support for access to extended school services such as before and after school provision
To monitor and ensure there is	PPG/SEND/EAL /S PP	Identify vulnerable groups	September 2026 and ongoing	Tracking club attendance termly using Arbor WAC lists and club attendance supported
membership of SPP and other vulnerable groups in WAC/clubs		Use of Intelligence to track attendance of individuals and support for disadvantaged pupils		by PP funding and SPP funding EG Choir subsidy. Football and other enrichment subsidy in place Funding support clarified for Vulnerable groups and shared on website

To promote understanding of and respect of differences and access to high quality education for all groups of learners	All children Children with disabilities currently in school Children with families that are different	Use of Picture News and OneDecision in school lessons Promote anti bullying and wellbeing conference workshops for pupils run by Henlow Academy and BEST Participate in Anti Bullying week and monitor closely across the classes. Continue to monitor the PSHE/RSE curriculum to ensure difference is celebrated Enhance book collections as new content becomes available in the library	September 2026 and ongoing	Behaviour Logs used to log any racial or homophobic behaviours in CPOMs PSHE/RSE curriculum monitored to ensure difference is celebrated Audit provision of PSHE in school via curriculum check Specialist EAL support in place daily Feedback weekly logged in SLT on behaviour on playgrounds
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		Enhance EAL provision including enrichment activity support and in class learning activities designed to promote acquisition of English		
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Date policy agreed: September 2026

Signed Neil Parsons (Chair of Governors)

A handwritten signature in black ink, appearing to be 'NP', followed by a horizontal line.

Date of Review: September 2027