Equality and Equity Statement

Branston Locks Primary and Nursery School

Implementation date: September 2025
Review date: September 2028

Revised September 2026

Equality Statement

At our school, we strive to create an inclusive environment where every member of the school community can flourish.

Under the Equality Act 2010, which protects us all from discrimination, there are nine protected characteristics.

We do not discriminate or tolerate discrimination against anyone based on any of the protected characteristics they have.

Branston Locks Primary & Nursery School is committed to equity – treating people fairly, recognising and celebrating difference and providing an inclusive environment where everyone can thrive. We strongly value diversity and celebrate people's differences. We are committed to the elimination of harassment, discrimination and prejudice experienced by individuals and groups, including (but not exclusively) on the grounds of age, pregnancy, belief or lack of religious belief, sexual orientation, sex, race including colour, nationality, ethnic or natural origin, disability, being pregnant or having a child, being married or in a civil partnership and being or becoming a transsexual person.

The Public Sector Equality Duty

The Public Sector Equality Duty (PSED) is a duty placed on public bodies. As a school, we are a public body. The PSED requires us to have due regard and the need to:

– Eliminate unlawful discrimination;

– Advance equality of opportunity;

– Foster good relations.

The PSED is about transparency and accountability in decision making and about considering how different people will be affected by activities.

Equality Information & Objectives

Branston Locks Primary & Nursery School strives to ensure that it fulfils its duty towards equality and equity. The school equality and equity procedures are in place and reviewed annually. This process will involve consultation with relevant key stakeholders, i.e. staff, students, parents and governors, and will be open minded in its approach. The policy, and the practices that arise out of it, ensure that there is no discrimination within Branston Locks Primary & Nursery School