



**Luston & Shobdon Primary
Community Primary Schools
Federation including Luston
Nursery**



Equality Statement

Approved by: FGB **Date:** 24 Nov 2025

Last reviewed: November 2025

Next review due by: November 2028

At the Luston and Shobdon Community Primary Schools Federation, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, religion, sexual orientation, being married or in a civil partnership, being or becoming a transsexual person, being pregnant or on maternity leave, age or socio-economic background.

It is our aim to develop a culture of inclusion and diversity in which all those connected to the Federation feel proud of their identity and ability to participate fully in all aspects of school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which fosters respect for all adults and children in and out of our school community.

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

We will ensure:

- Equality in teaching and learning: we will provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. This will include:
 - Ensuring equality of access for all pupils and preparing them for life in a diverse society
 - Using materials that reflect the diversity of the schools, population and local community without stereotyping
 - Promoting attitudes and values that challenge a discriminatory behaviour or prejudice
 - Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
 - Seeking to involve all parent sin supporting their child's education
 - Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective or our pupils
- Equality in admissions and exclusions: our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and /or socio-economic background
- Equal opportunities for staff: all staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the two schools reflects the diversity of the communities.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives (November 2025 – October 2029):

- Objective 1: to monitor and analyse pupil outcomes by race, gender and disability and act on any trends or patterns in the data that enquire additional support for pupils
- Objective 2: to raise levels of attainment in core subjects for vulnerable learners
- Objective 3: to review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

The Federation has an accessibility plan and a separate Equalities Policy which further demonstrates our commitment to equality.