



EQUALITY POLICY

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Tel / Fax: 0161 980 8338 | Email: cloverleaprim.admin@trafford.gov.uk | www.cloverlea.org.uk
Green Lane North, Timperley, Altrincham, Cheshire, WA15 7NQ



Introduction

Our School Charter states that,

“Our school will strive to ensure equality of opportunity for all, whatever their race, gender, sexuality, religion, disability or background.”

Cloverlea Primary School is a fully inclusive school and is committed to respect the equal human rights of all our pupils and to educate them about equality. We will also respect the equal rights of our staff and other members of the school community.

At Cloverlea Primary School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, sexuality, ethnicity, cultural and religious background or disability.

Legislation

The school will comply with the following equality legislation:

The SEN and Disability Act 2001

The Disability Discrimination Act 2005

The Race Relations Act 1976

The Race Relations Amendment Act 2000

The Gender Equality Duty 2007

The Equality Act 2010

Aims

To:

- Treat all those within the whole school community (e.g. pupils, staff, governors, parents and members of the wider community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- Create a school ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Promote mutual respect and valuing of each other's similarities and differences and facing equality issues openly.
- Identify and remove all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitor, evaluate and review all of the above to secure continuous improvement in all that we do.

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How we will promote equality

Through the ethos of the school

- This equality policy reflects the ethos of the school and will be explicit in all the school's policies.
- Steps are taken to ensure that everyone associated with the school is kept informed about this equality policy and procedures, and abides by them. All staff will be trained in the important aspects of the Equality Policy.
- The policies and procedures are regularly reviewed and their effectiveness evaluated.

Pupils achievements and progress

- Pupils' attainment and progress is monitored by ethnic group, by gender, language and disability.
- The school values the achievements and progress of pupils from all groups.
- All pupils have equal access to the curriculum and extra-curricular activities.

Curriculum, teaching and learning (including language and cultural needs)

- Cloverlea promotes an inclusive curriculum which reflects the diverse nature of our society.
- Curriculum planning takes account of the gender, ethnicity, background, any disability and the language needs of all pupils.
- The school monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils.
- Assessment outcomes are used to identify the specific needs of pupils, inform policies, planning and the allocation of resources.
- Teaching methods and styles take account of the needs of pupils from different groups and encourage positive attitudes to both sexes, all races and disabilities.
- The school takes active steps to ensure that resources in all areas of the curriculum are inclusive. It promotes a greater understanding of diversity and equality. There is acknowledgement of the importance of challenging stereotyping and discrimination in all areas of the curriculum.

Harassment

- There are clear guidelines and established procedures for dealing with incidents of harassment or discrimination which are understood by everyone in the school community (See Appendix 1 at the back of this policy).
- The monitoring system used by the school enables the school to report the relevant details

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where applicable to Trafford MBC each term e.g. Incidents of a racist nature.

Attendance

- The school monitors pupil attendance by groups and uses the data to develop strategies to address poor attendance.
- Provision is made for pupils to take time off for religious observance, leave of absence and authorised absence.

Discrimination related comments made by parents/staff

- In the event of a comment being made by a parent or member of staff the witness should report the incident to the Head teacher, who will investigate and take up the matter with the person/s concerned.

Roles and responsibilities

The equality policy outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them. Promoting equality and raising the achievement of all pupils is the responsibility of the whole school staff.

Governors

- The governing body of the school has agreed this policy and will receive reports on incidents related to equality from the Head teacher when required in the Headteacher's Report.
- The governors at Cloverlea Primary School are responsible for making sure the school complies with the relevant equality legislation (See above) and will assess and monitor the impact of this policy.
- The governing body will make sure the school Equality Scheme and its procedures are followed.

Head teacher

The Head teacher is responsible overall for dealing with discrimination related incidents and in his absence the Deputy Headteacher.

The Head is responsible for ensuring that any visitors and contractors know, follow and abide by our Equality Scheme. He is also responsible for:

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- making sure the school Equality Scheme and its procedures are followed;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including racist bullying and bullying related to gender or disability.

Staff

All staff are responsible for:

- dealing with racist and other discrimination related incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender;
- taking up training and learning opportunities.
- The details of this and other policies will be part of the induction training for new members of staff.

Complaints Procedure

If anyone in the school feels that this policy is not being followed then they should raise the matter with the Headteacher who will facilitate the appropriate action. (See the school's Complaints' Policy)

Monitoring the equality policy

The school will monitor the impact of this policy on pupils, parents and staff from different groups. We will receive some information via our pupil and parental questionnaires. In particular, we will monitor the impact of our policies on the attainment levels of our pupils.

To monitor our pupils' attainment, we will collect information about pupils' performance and progress, by gender, disability and ethnic group and analyse it and use it to examine trends. To help interpret this information we will monitor other areas that could have an adverse impact on pupil's attainment such as:

- Exclusion
- Harassment and bullying
- Curriculum, teaching and learning (including language and cultural needs)
- Punishment and reward
- Parental involvement

Monitoring information will help us to:

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- Highlight any differences between pupils from different groups.
- Decide what further action will be necessary to meet particular needs and to improve the performance of pupils from different groups.
- Take action to make improvements.

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Appendix 1

DEALING WITH DISCRIMINATION RELATED INCIDENTS

Guidelines for dealing with incidents:

1. Defuse any situation and bring the alleged victim and perpetrator in to determine the exact details.
2. Make written notes on the children's comments, writing down exact words quoted by the children.
3. Gather any witnesses to the incident and speak to them individually and not in front of other pupils.
4. Give the victim and perpetrator a chance to add/change the information they have given to date.
5. Refer to the class teacher and Head teacher to speak with pupils concerned.
6. If it has been established that a serious discrimination incident has taken place the class teacher will contact the perpetrators parents to inform them of the incident and to inform them of any sanctions enforced.
7. The Head teacher will contact the victim's parents informing them of how the incident has been dealt with.
8. The Head teacher will file the teacher's notes in the school Discrimination Related Incidents file
9. On a termly basis the Head will transfer any Racist incidents from the school's file onto Trafford Reporting Returns form.
- 10 The Headteacher will use the information collected in the D.R. Incidents file to report to the school's governing body.

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Appendix 2

DETAILS OF DISCRIMINATION RELATED INCIDENTS

Date: _____ Time: _____

Alleged Perpetrator: _____ Class: _____

Alleged Victim: _____ Class: _____

Name/s of any witnesses: _____ Class: _____
_____ Class: _____
_____ Class: _____
_____ Class: _____

Nature of incident to include any witness statement:

How dealt with: _____

Referred to: Class Teacher :

Head teacher:

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