Appendix 2

Equality Information - Academy Specific

Name of academy: Weldon CE Primary

Eliminating Discrimination in Our Academy

We work to eliminate discrimination in the following ways:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.
- Safeguarding portal used by all staff to record any incidents of discrimination.

Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, we aim to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic [e.g. enabling Muslim pupils to pray at prescribed times]
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of academy clubs).

Fostering Good Relations

We aim to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English / reading, pupils will be introduced to literature from a range of cultures.
- Holding collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worship and external speakers will also be invited to contribute.
- Our local community is involved in the school through various channels including invitation to lead worship, attend performances in school/church and attendance at school council meetings.
- We always welcome approaches from local residents, business etc. who would like to be involved with our school. All pupils are encouraged to participate in the academy's activities, such as sports clubs. We also work with parents / carers to promote knowledge and understanding of different cultures.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach – this can include curriculum visits from different faith groups.

• As a village school we are proud of our relationship with the ever-growing Weldon community and we have strong links with Weldon Parish Council, Weldon Village Hall, the other schools in our parish, St Mary's Church and Weldon Pre-School.

• At Weldon CE Primary we also extend our community further afield. This includes supporting a number of good causes including Corby Food Bank and the international Toilet Twinning campaign.

• As a school within an ever-expanding multi academy trust, our children, staff and parents have a number of opportunities to meet and work alongside counterparts from within the Diocese of Peterborough. We continue to enjoy strong links with schools within our local cluster for example.

Equality Considerations in Decision-Making

We will always consider the impact of significant decisions on particular groups. For example, when an academy trip or activity is being planned, the academy considers whether the trip:

• Cuts across any religious holidays

• Is accessible to pupils with disabilities

• Has equivalent facilities for all pupils regardless of gender

• Takes into account dietary/allergen needs.

The academy keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning academy trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Reviewed by the Principal Sept 2025.