

Glebe Junior School Equality, Diversity and Inclusion Statement

October 2026

At Glebe Junior School, we are committed to creating a welcoming, inclusive and ambitious learning community where every child, family, member of staff and visitor feels valued, respected and able to thrive.

We recognise that equality does not mean treating everyone the same. People have different experiences, strengths, needs and circumstances. We therefore seek to remove barriers, provide appropriate support and ensure that everyone has fair access to the opportunities, experiences and resources they need to succeed.

We are committed to fostering a culture of belonging where diversity is celebrated, individuality is respected and every member of our school community feels safe, included and represented.

Our Commitment

We are committed to promoting equality of opportunity and eliminating discrimination, harassment and victimisation. We actively promote positive relationships and mutual respect across our school community and seek to ensure that no individual is treated less favourably because of any protected characteristic identified within the Equality Act 2010:

- Age
- Disability
- Sex
- Gender Reassignment
- Race
- Religion or Belief
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity

We also recognise the importance of understanding and responding to the diverse experiences of individuals beyond these protected characteristics, including those who may face disadvantage due to socio-economic circumstances, caring responsibilities,

special educational needs and disabilities (SEND), language needs, or other factors that may affect educational outcomes and wellbeing.

Inclusive Education

We believe that every child can achieve and has the right to access a broad, balanced and ambitious curriculum.

We strive to:

- Remove barriers to learning and participation.
- Identify and support pupils who may require additional provision at the earliest opportunity.
- Ensure pupils with SEND are fully included in all aspects of school life.
- Promote high expectations for all pupils regardless of background or circumstance.
- Adapt teaching, resources and environments to meet the needs of individual learners.
- Monitor outcomes carefully to ensure all groups of pupils make strong progress and achieve their potential.

Respect, Belonging and Positive Relationships

At Glebe Junior School, we promote kindness, respect, empathy and understanding.

We do not tolerate discrimination, prejudice, bullying, harassment or victimisation of any kind. All incidents of discriminatory behaviour, including prejudice-related incidents, are taken seriously, recorded, investigated and addressed appropriately.

Through our curriculum, assemblies, enrichment opportunities and wider school experiences, pupils learn to understand and celebrate diversity and develop respect for people from different backgrounds, cultures, beliefs and life experiences.

Accessibility and Inclusion

We are committed to ensuring that our school environment, information, communication and learning opportunities are as accessible as possible for all members of our community.

We regularly review our accessibility arrangements and work to remove barriers that may prevent pupils, families, staff or visitors from fully participating in school life.

Working in Partnership

We recognise that promoting equality is everyone's responsibility.

We value the views of pupils, parents, carers, staff, governors and the wider community and seek opportunities to engage with them through:

- School Council and pupil voice activities
- Parent and carer consultation
- Staff consultation and professional dialogue
- Governor monitoring and challenge
- Community engagement opportunities

These contributions help shape school improvement and ensure that diverse perspectives are reflected in decision-making.

Staff and Governance

We are committed to fair and equitable employment practices. Recruitment, professional development, promotion and leadership opportunities are based on skills, experience and merit.

We expect all staff and governors to actively uphold our commitment to equality, diversity and inclusion through their actions, decision-making and professional conduct.

Meeting the Public Sector Equality Duty

In accordance with the Equality Act 2010, Glebe Junior School seeks to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

These principles underpin our policies, curriculum, procedures and school improvement priorities.

Review

This statement will be reviewed regularly by school leaders and governors to ensure it remains effective, reflects current legislation and continues to meet the needs of our school community.



Rachel Whelpton (Inclusion Lead)

October 2026