



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

At The Flourish Federation, we are committed to fostering a culture of respect, inclusion, and fairness for all pupils, staff, parents, and carers. We believe that diversity enriches our community, and we strive to ensure that every individual, regardless of their race, sex, disability, belief, sexual orientation, age, or socio-economic background, has the opportunity to thrive in a safe and supportive environment.

Discrimination, in any form, has no place within our schools. We are dedicated to tackling inequalities, celebrating differences, and ensuring that our policies and practices reflect a genuine commitment to equal opportunities for all. Through our curriculum, leadership, and school culture, we aim to embed these values deeply within every aspect of school life.

This policy outlines how we meet our legal duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED) while ensuring that our ethos remains at the heart of everything we do.

The Public Sector Equality Duty

The Flourish Federation complies fully with the Public Sector Equality Duty (PSED), which requires us to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity, ensuring that all pupils and staff are supported according to their needs.
- Foster good relations between individuals of different backgrounds by promoting understanding and respect.

These duties influence decisions across our federation, shaping our policies on employment, curriculum development, pastoral care, behaviour expectations, and interactions with parents, pupils, and the wider community.

Equality Statement

At The Flourish Federation, we believe that promoting equality goes beyond compliance with legislation; it is an active process that informs the way we educate, support, and develop every child. We strive to create an inclusive learning environment where all pupils feel valued, their achievements are celebrated, and their unique backgrounds are recognised as strengths.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

A key way in which we embed equality is through our curriculum. We ensure that our teaching reflects and represents the diverse society we live in. Literature, historical narratives, and role models from a wide range of cultures, abilities, and backgrounds are woven into our lessons. We actively challenge stereotypes by providing pupils with opportunities to engage critically with issues of identity, fairness, and representation. Through subjects such as PSHE, RSE, history, and English, children learn about human rights, social justice, and the importance of treating others with dignity and respect. This helps them develop empathy, resilience, and a strong sense of moral responsibility.

Pupil voice plays a fundamental role in promoting equality within our schools. Through the three school councils at Brookfield Junior School - Curriculum, Environment, and Wellbeing - and the Pupil Council at Brookfield Infant School, we empower children to influence key aspects of school life. These councils provide a structured platform for pupils to express their views, raise concerns, and contribute to decision-making in areas that directly affect them and their peers. By ensuring that a diverse range of voices are heard and valued, we foster a culture where all pupils feel represented and respected, reinforcing our commitment to inclusion and equality in a meaningful and practical way.

Beyond academic learning, our school environment models the values we teach. Our staff lead by example, demonstrating mutual respect, fairness, and inclusivity in their daily interactions with pupils and colleagues. We encourage open discussions about equality within staff training and professional development, ensuring that every member of the school community understands their role in promoting an inclusive culture. Staff policies, including those on recruitment, professional development, and workplace support, are designed to ensure equal opportunities for all, while our leadership team remains proactive in identifying and addressing any barriers to equality.

In our interactions with parents, carers, and external partners, we remain committed to ensuring that our schools are welcoming, accessible, and representative of the diverse communities we serve. We actively engage with families and community groups to foster strong, supportive relationships that uphold our shared values of inclusion and respect.

By embedding equality at every level - within our curriculum, staff culture, and school ethos - we aim to create a generation of young people who not only value fairness but actively contribute to a more just society.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

Equality in Teaching and Learning

All pupils, regardless of their background or individual circumstances, deserve the opportunity to succeed. Our approach to teaching and learning ensures that every child is supported to reach their potential. This includes pupils with SEND, whose needs are met through reasonable adjustments, targeted support, and inclusive classroom practice.

We provide a broad and balanced curriculum that reflects both our federation community and the wider world. As our schools continue to grow in diversity, we recognise the importance of ensuring that all pupils see themselves, and others, positively represented in their learning. Our curriculum materials and teaching strategies are carefully selected to avoid stereotypes and ensure representation of different cultures, genders, abilities, and perspectives. In all subjects, we highlight the contributions of historically marginalised groups, ensuring that pupils develop a well-rounded understanding of the world.

Differentiation is at the heart of our teaching practice, ensuring that children with additional needs receive the right level of support and challenge. Staff are trained to recognise and address unconscious bias, ensuring that expectations remain high for all learners.

Beyond subject content, we promote positive values through school assemblies, discussions, and extracurricular activities that encourage pupils to reflect on issues such as respect, kindness, and the importance of standing up against discrimination. Our aim is for children to leave The Flourish Federation with not only strong academic knowledge but also a firm commitment to fairness and inclusivity.

Equality in Admissions and Exclusions

Our admissions arrangements are designed to be fair, transparent, and fully compliant with equality legislation. We welcome pupils from all backgrounds and ensure that no family is disadvantaged due to race, sex, disability, religion, or socio-economic background.

Similarly, our approach to exclusions is guided by principles of fairness and proportionality. Exclusion decisions are carefully monitored to ensure that no group is



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

disproportionately affected, and alternative support strategies are explored wherever possible.

Equal Opportunities for Staff

We recognise that fostering equality among staff is fundamental to creating an inclusive school environment. All recruitment, training, and progression opportunities are based on merit, with policies in place to prevent discrimination at every stage of employment.

We support staff through fair and transparent workplace policies, including provisions for flexible working, parental leave, and reasonable adjustments for those with disabilities. Professional development opportunities are available to all, ensuring that every member of staff, regardless of background, has the chance to grow and thrive.

Staff well-being is a priority, and we ensure that concerns related to discrimination or unfair treatment are taken seriously, with clear procedures in place to address them. By fostering a workplace culture of respect and collaboration, we hope to model the values we expect our pupils to uphold.

Contractors and Service Providers

Any organisation working with The Flourish Federation is expected to uphold our commitment to equality and inclusion. We require contractors and service providers to adhere to equality legislation, and where standards fall short, contracts may be reviewed or terminated.

Equality and the Law

The Flourish Federation is fully committed to meeting its obligations under *The Equality Act 2010* and ensuring that equality is embedded at the heart of our schools' ethos, policies, and practices. This legislation provides a framework to protect individuals from discrimination, promote a fair and inclusive society, and advance equal opportunities for all.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

In addition to *The Equality Act 2010*, our schools adhere to the *Human Rights Act 1998*, which underpins the fundamental rights and freedoms of every individual in the UK, ensuring dignity, fairness, and respect. *The Children and Families Act 2014* further strengthens our commitment to supporting children with special educational needs and disabilities (SEND), ensuring they have equitable access to education. We also uphold the principles set out in the *Special Educational Needs and Disability Regulations 2014*, which require schools to make reasonable adjustments to support pupils with additional needs.

Under these legal frameworks, The Flourish Federation has a *Public Sector Equality Duty (PSED)*, which requires us to:

- Eliminate discrimination, harassment, and victimisation in all forms.
- Advance equality of opportunity between individuals who share a protected characteristic and those who do not.
- Foster good relations between different groups, ensuring that every member of our school community is treated with dignity and respect.
-

The protected characteristics under *The Equality Act 2010* are:

- **Age** – ensuring fair treatment of staff and addressing generational differences in the workplace (this protected characteristic applies primarily to staff rather than pupils).
- **Disability** – making reasonable adjustments to ensure full participation in school life for pupils and staff with disabilities.
- **Gender reassignment** – supporting individuals who are transitioning or identify as a gender different from that assigned at birth.
- **Marriage and civil partnership** – ensuring that individuals are not discriminated against based on their marital status.
- **Pregnancy and maternity** – protecting individuals from unfair treatment related to pregnancy, maternity leave, or breastfeeding.
- **Race** – ensuring an inclusive environment where all ethnic backgrounds and cultures are celebrated and valued.
- **Religion or belief** – respecting diverse religious and philosophical beliefs while maintaining an inclusive curriculum.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

- **Sex** – promoting gender equality in all aspects of school life, including curriculum, opportunities, and leadership roles.
- **Sexual orientation** – ensuring a safe and inclusive environment where individuals are respected, regardless of sexual orientation.

As a federation of schools, we are legally required to publish information demonstrating how we meet these duties and to set measurable objectives to advance equality. This commitment is reflected in our Equality Policy and Equality Objectives, which are regularly reviewed to ensure continued compliance and meaningful impact across all areas of school life. Equality information and progress against our equality objectives are published annually on the school website.

In line with the Equality Act 2010, The Flourish Federation maintains an Accessibility Plan, which ensures that pupils with disabilities can fully participate in school life. This plan is reviewed regularly and is available on The Flourish Federation website.

Roles and Responsibilities

The Governing Board oversees the implementation of this policy, ensuring that equality remains a priority across both schools. It reviews equality data annually and updates objectives every four years.

The Headteachers of Brookfield Infant School and Brookfield Junior School are responsible for leading by example within their own schools, while working collaboratively to ensure consistency and shared standards across the federation

All staff members are expected to promote equality in their teaching, interactions, and professional conduct. They play an active role in challenging discrimination and fostering an inclusive culture within the school.

Pupils, parents, and carers also contribute to this shared vision by supporting school policies, treating others with respect, and engaging in the wider school community.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

Complaints

We take all complaints regarding discrimination or unfair treatment seriously. Any concerns raised by pupils, parents, or staff will be investigated in line with The Flourish Federation's Complaints Policy, ensuring a fair and transparent resolution process.

Review

This policy will be reviewed annually, alongside the publication of equality information, to ensure it continues to meet statutory requirements and the needs of our school community.

Equality Objectives

The Flourish Federation is committed to advancing equality across all aspects of school life. Our equality objectives ensure that we actively work to eliminate discrimination, promote inclusion, and create an environment where all pupils and staff can thrive. These objectives will be reviewed annually and updated at least every four years in line with our ongoing commitment to equality and the requirements of the Public Sector Equality Duty (PSED).

1. Embedding Equality Within the Curriculum

We will ensure that our curriculum reflects and represents the diversity of our schools and the wider world.

This includes:



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

- Embedding learning about equality, diversity, and inclusion across subjects, particularly in PSHE, RSE, History, and English.
- Actively promoting literature, historical figures, and role models from a range of backgrounds, cultures, abilities, and identities.
- Reviewing curriculum materials regularly to ensure they remain inclusive, relevant, and free from bias or stereotypes.
- Providing opportunities for pupils to engage in discussions about identity, fairness, and representation through assemblies, themed events, and classroom activities.
-

2. Reducing Attainment Gaps for Disadvantaged and Vulnerable Groups

We are committed to ensuring that all pupils, regardless of background or circumstance, have the support they need to achieve their full potential.

To achieve this, we will:

- Monitor and analyse pupil progress data across all protected characteristics to identify and address attainment gaps.
- Implement targeted interventions for pupils who require additional academic or pastoral support.
- Ensure that staff receive training in recognising and addressing unconscious bias in teaching and assessment.
- Work closely with parents and carers to provide tailored support for pupils from disadvantaged or underrepresented backgrounds.

3. Promoting an Inclusive and Equitable School Culture

We will continue to foster a school environment where all pupils, staff, and families feel valued, respected, and included.

This will be achieved by:

- Strengthening pupil voice through our school councils, ensuring that a diverse range of views contribute to decision-making.



The Flourish Federation Equality Statement & Policy

Ratified	18 th March 2026	Review	March 2027
----------	-----------------------------	--------	------------

- Celebrating diversity through school events, awareness days, and enrichment activities that highlight different cultures, faiths, and identities.
- Ensuring that our behaviour policies actively promote respect, kindness, and inclusion while addressing any form of discrimination or prejudice.
- Providing training and professional development for staff to support their understanding of equality, diversity, and inclusion.

4. Ensuring Fair and Inclusive Recruitment, Development, and Leadership Opportunities

We are committed to ensuring that The Flourish Federation provides equal opportunities for all staff, fostering an inclusive workplace culture.

This includes:

- Reviewing and refining our recruitment processes to ensure they encourage diverse applications and remove any potential barriers.
- Monitoring the diversity of our workforce and leadership teams to ensure fair representation across different roles.
- Providing ongoing CPD and leadership development opportunities for all staff, ensuring that career progression is accessible to everyone.
- Promoting flexible working and well-being initiatives that support staff with protected characteristics or additional needs.

These objectives reflect our ongoing commitment to ensuring that equality, diversity, and inclusion are at the heart of everything we do at The Flourish Federation. Progress against these objectives will be reviewed annually, with updates published as part of our wider school improvement strategy.