



THORNTON PRIMARY SCHOOL

Love • Respect • Ambition

Equality Statement 2026–2027

Equality Statement

At Thornton Primary School we are committed to:

- Promoting **equality of opportunity and equity**, recognising that pupils may need different support to achieve equitable outcomes.
- Eliminating discrimination, harassment and victimisation.
- Valuing diversity and promoting positive, respectful relationships.
- Providing an inclusive, nurturing education which enables every pupil to develop their strengths and achieve their potential.
- Removing barriers to learning, participation and achievement, particularly for pupils with SEND, disabilities and those experiencing disadvantage.
- Making appropriate reasonable adjustments to ensure disabled pupils can participate fully in school life.
- Maintaining high expectations for every pupil, while adapting teaching, support and provision to meet individual needs.

Meeting the Requirements of the Equality Act 2010

The Equality Act 2010 provides a single legal framework protecting people from discrimination and establishes the Public Sector Equality Duty.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:



- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Governing Body will ensure that, through the cycle of policy review and school improvement, policies and practices are considered for their impact on equality and inclusion.

Aims of the School

At Thornton Primary School we aim to:

- Inspire an enthusiasm for learning.
- Make a positive difference to the lives of all learners.
- Nurture every child and help them develop confidence, resilience and independence.
- Remove barriers to learning and participation.
- Enable every pupil to achieve highly, regardless of their starting point or individual circumstances.
- Build lasting memories and a strong sense of belonging.

Values and Beliefs

We are an inclusive and nurturing school where pupils, parents, staff, governors and partner agencies work together to meet the needs of our community.

Our values of **Love, Respect and Ambition** underpin our approach to equality.

We believe that every member of our community should:

- Have an entitlement to a high-quality education within a safe, welcoming and supportive learning environment.
- Have access to a broad, balanced and ambitious curriculum, appropriately adapted where required.
- Enjoy learning, achieve highly and develop their individual potential.
- Be taught and supported by highly skilled and motivated staff.
- Be valued, respected and treated fairly.
- Have their individual needs, strengths and differences recognised.
- Receive appropriate support and reasonable adjustments where required.
- Show respect towards others and understand the importance of equality and diversity.
- Receive praise, encouragement and nurturing support to grow in confidence.
- Be responsible for their learning, relationships and behaviour.
- Understand the importance of positive relationships, wellbeing and healthy living.
- Have meaningful opportunities to participate in enrichment, sport, the arts and the wider life of the school.
- Be enabled to make a positive contribution to the community and wider world.



SEND and Specialist Provision

Our commitment to equality recognises that **fairness does not always mean treating everyone in exactly the same way.**

We provide appropriate adaptations, additional support and specialist provision for pupils who require it. This includes our **Orchard SEMH SEND Unit**, where pupils with EHCPs receive specialist teaching and therapeutic support.

Pupils with SEND and disabilities are valued members of our school community and are supported to access ambitious learning and participate fully in school life.

Staff and Governors demonstrate our commitment to equality by:

- Promoting positive behaviour and respectful relationships.
- Challenging discrimination, prejudice and discriminatory language.
- Responding proactively and appropriately to incidents, concerns and complaints.
- Providing equitable access to services, facilities, information and opportunities.
- Recruiting and employing people fairly.
- Making appropriate reasonable adjustments.
- Recognising and responding to individual needs.
- Promoting equality, diversity and respect through the curriculum and wider school experiences.
- Ensuring safeguarding practice considers the additional vulnerabilities and needs of pupils with SEND and other protected characteristics.
- Providing regular professional development to strengthen staff understanding of equality, inclusion, SEND and anti-discriminatory practice.

At Thornton Primary School, **equality means knowing each child, understanding what they need, removing barriers and having ambition for every pupil.**

Signed: Mr David Ashcroft, Headteacher

Date: September 2026

Review Date: September 2027

To be agreed by the Staffing, Finance & Resources Committee on 03/11/2026