

KULB Federation

“Everyone is a learner and every experience is a learning opportunity”



Equality Objectives 2018 - 2022

At Kingswood Primary School this policy will be delivered through our key values of:

Collaboration Enjoyment Fairness Honesty Respect Success

At Ulcombe CE Primary school this policy will be delivered through strong links made to our Christian values of:

Forgiveness Thankfulness Trust Friendship Endurance Compassion

At Leeds and Broomfield CE Primary School this policy will be delivered through strong links made to our Christian values of:

Empathy Generosity Selflessness Curiosity Forgiveness Honesty

The term 'school' refers to the three schools in the federation: Kingswood Primary, Ulcombe CE Primary and Leeds and Broomfield CE Primary (KULB). The term may refer to them jointly or individually.

Equality Information

We recognise that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The Leadership Team and Governors at Kingswood Primary School, Ulcombe CE Primary School and Leeds and Broomfield CE Primary School annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

Equality Objectives

We aim to provide the highest possible education for all across the collaboration. The ethos of our schools clearly reflect our commitment to fully including, respecting and supporting all members of our school community whatever their cultural background, belief, gender, race or disability.

Having referred to and analysed our equality information we have set the following objectives:-

Objective 1: To ensure that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups.

Objective 2: To ensure that there are no differences in progress or confidence due to cultural background, belief, gender, race or disability.

Objective 3: To provide a balance of gender role models for all children.

Document History

Original Kingswood document drafted by Erica Duckworth January 2013

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Kingswood document reviewed and adapted for KULB wide use February 2016

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Ulcombe 13 April 2016, L&B 23 May 2016

Reviewed and approved by Fed GB 25 April 2017

Reviewed and approved by Fed GB on 13 March 2018

This policy is to be reviewed every four years, but published annually.