



Equality Statement

Written By: Elspeth Leach – Head Teacher
Approved By: Curriculum & Data Committee
Date Approved: Spring 2026
Next Review Date: Spring 2028

This Equality Statement reflects our commitment to creating a school where everyone is respected, included and supported to succeed.

Our Commitment

At Thames Ditton Infant School, we are committed to ensuring equality of opportunity for all pupils, staff, parents, carers and visitors. We aim to create an inclusive, respectful and safe environment where everyone feels valued, supported and able to thrive.

This commitment is rooted in our school values of **Honesty, Resilience, Independence, Kindness, Respect and Co-operation**, and our motto “**Loving Learning and Growing Together.**” Our vision is that all members of our community will **Thrive, Discover, Inspire and Succeed (TDIS)**.

Legal Framework

This Equality Statement is underpinned by our duties under the **Equality Act 2010**, which requires schools to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- 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

Protected characteristics under the Act include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation.

Our Approach

We will actively promote equality and inclusion by:

- Treating all members of the school community with dignity, fairness and respect
- Ensuring policies, practices and procedures do not discriminate, either directly or indirectly
- Providing high-quality teaching and learning that meets the diverse needs of all pupils
- Removing barriers to learning and participation wherever possible
- Challenging prejudice, discrimination and stereotyping amongst staff, parents, pupils and the wider community
- Promoting positive relationships and mutual respect across the school community
- Teaching children, staff training and the sharing of information with parents

Pupils

We are committed to ensuring that every child:

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- Feels safe, valued and included
- Has equal access to learning opportunities and the wider curriculum
- Is supported to achieve their full potential, regardless of background or need
- Learns to understand, respect and celebrate difference
- Taught by age / stage and in an appropriate way

Equality and inclusion are embedded through our curriculum, assemblies, relationships and behaviour approach.

Staff

We are committed to:

- Ensuring fair recruitment, selection, development and promotion processes
- Supporting staff wellbeing and professional growth
- Creating a positive working environment free from discrimination, harassment or victimisation
- Listening to concerns and educating staff

Parents, Carers and the Wider Community

We seek to work in partnership with parents, carers and the wider community by:

- Communicating openly and respectfully
- Encouraging involvement and engagement from all families
- Responding appropriately to concerns related to equality or discrimination
- Sharing education on such issues

Monitoring and Review

We will:

- Monitor the impact of our policies and practices on equality and inclusion – through lesson studies, learning walks, pupil voice and stakeholder surveys
- Use data and feedback to identify and address any inequalities
- Review this Equality Statement regularly, as set out in the Policy Review Schedule to ensure it remains effective and relevant

Responsibility

Equality is the responsibility of everyone within our school community. The Governing Body and Headteacher have overall responsibility for ensuring this statement is implemented and upheld.

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