

Equalities Report



A community inspiring lifelong learning.

**Spinfield School
Terrington Hill
Marlow
Buckinghamshire
SL7 2RE**

Tel: 01628 473551

Email: office@spinfieldschool.co.uk

Equalities Report

18th July 2025

Summary:

Following a detailed discussion with our Head Miss Spreadbury, I am pleased to report that I believe the school continues to meet the requirements of the qualities act 2010 link below:

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Recorded incidents:

There have been 3 equalities incidents in the year all race related. One of these incidents resulted in pupils being excluded from enhanced activities and having all break and lunchtimes supervised for a week.

In each incident the people and parents were spoken to by a senior member of staff in most cases the headteacher herself. Whole school and in class actions included all children taking part in a lesson focusing on the use of respectful conversation and appropriate use of language and safe and age appropriate use of the internet and other online platforms.

During the Ofsted inspection in May 2025, the inspector met with the girls from year 5 and 6 regarding any discrimination or safeguarding issues and no negative responses were received.

I am pleased to say that I felt that each situation was taken very seriously by the school and addressed appropriately.

Activities Undertaken:

An inset training day on April 22nd was held for all teachers by Professor Wayne Tennant and his colleague, Julia Mansfield.

- One action from the training day was to purchase books (as recommended by Professor Wayne Tennant and his colleague, Julia Mansfield) to expand the selection of books available to children to reflect and promote principles of equality, diversity and inclusion."
- From the training day a list of books was established in conjunction with the professor and these have been purchased for our KS1 and KS2 library.
- All curriculum subjects have been reviewed in detail to improve the range of stimuli used to engage children in wider experiences.

- Our June Ofsted inspection raised no concerns on inequalities.
- Year 5 and year 6 this academic year have been watching Children's Newsround as per Objective 3.
- In year 25/26 the school will reach out to parents in our wider community to encourage them to come in to share knowledge and expertise in different curriculum areas and topics.

Four Year Equalities Objectives July 2024 to 2028

To build pupil's awareness and appreciation of social diversity, promoting understanding, respect and empathy through integrated learning experiences supported by awareness of age-appropriate current affairs of social developments

Action Steps:

1. Integrate Diverse perspectives:

- Use teaching materials that reflect the varied backgrounds of our pupils and the broader community and look for ways to encourage discussion.

Example - explore updates to traditional text to simulate discussion and awareness.

2. Enhance Cultural Literacy:

- Incorporate discussions and lessons on different cultures, traditions and social issues into everyday class activities.
- Utilise literature, media and guest speakers to provide insights into diverse ways of life and perspectives.

Example – continuation of regular visits assembly incorporating diverse cultures alongside you continue to review of our reading materials and text to foster diversity and inclusion.

3. Promote Inclusive Dialogue:

- Create a safe and respectful environment for open discussions on diversity, equity and inclusion.
- Facilitate class discussions, assemblies and workshops that focus on building empathy and understanding for all individuals.

Example – children’s are starting to watch Children’s Newsround on a weekly basis to enable counter affairs events to be discussed by the children and create open dialogue and curiosity.

4. Courage Reflective Practices:

- Implement reflective exercises that prompt pupils to think critically about their own beliefs, biases and experiences.

5. Foster Community Connections:

- Facilitate interactions with the local community that highlights social diversity and foster Civic responsibility.

Example – continues to develop engagement with local charities such as One-Can Trust, Hearing Dogs for the Deaf etc.

6. Support Continuous Learning:

- Provide ongoing professional development for staff to enhance your ability to teach and discuss diversity related topics effectively
- Encourage a schoolwide culture, continuous learning and improvement and understanding social diversity

Example – Engage with a known PGCE Professor who teaches Social Justice to visit school and run development session with the teaching staff. Professor Wayne Tennent has been booked for Inset Day to investigate aspects of equality and privilege to include diversity and inclusion. From the insect training the teaching staff are used subsequent meetings to review areas of the curriculum.

Purpose of Report:

This report aims to outline the Schools adherence to the requirements of the 2010 Equalities Act.

A Department for Education report outlining advice for Schools on the fundamentals of the Act and implications can be found at this link

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

The role of school governing bodies with regards to Equalities are as follows: -

Governing bodies are the “responsible body” for ensuring that the school meets the requirements of equality legislation. Essentially this means they should:

1. Ensure the school takes all reasonable steps to ensure that its employees do not carry out unlawful discriminatory actions or behaviour.
2. Support and guide the school to have “due regard” for equality in all its functions.
3. Ensure the school complies with the Equality Duty and meets the two “specific duties” for schools. These specific duties are as follows - To publish information to show how they are complying with the Equality Duty. This must be updated at least annually. To prepare and publish one or more specific and measurable equality objectives at least every four years.

Keith Spence

Chair of Governors

July 18th 2025