



‘A caring Christian community where every child achieves a love of life and learning’

Luke 10: 25-37

Trust, Friendship, Respect, Forgiveness, Courage, Truthfulness

EQUALITY OBJECTIVES

Policy Lead Committee:	Local Academy Committee	In consultation with: Senior Leadership Team
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Lydney Church of England school is part of the Severn Federation Academy Trust, and, as such, follows the Trust Equality Statement and Objectives:

1. Severn Federation Academy Trust Equality Statement

The Severn Federation Academy Trust's vision is to be creative schools learning together in inclusive, inspiring and nurturing Christian communities where all children and adults are loved and achieve their best.

We want to reduce disadvantages, discrimination and inequalities of opportunity, and celebrate diversity in terms of our pupils, our workforce and the community in which we work.

We are committed to promoting the understanding of the principles and practices of equality – treating all members of our Trust as individuals, irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity, according to their needs, with an awareness of our diverse society and appreciating the value of difference.

Bias exists, we are all affected, but the power imbalance has a disproportionate impact on underrepresented groups. At the Severn Federation Academy Trust, we seek to become more knowledgeable about bias and how it impacts our organisation and to take action to measure its impact and to keep looking for signs of bias.

We believe that through the promotion of social mobility and equity of access to cultural capital, that we will ensure social background is not a barrier to high achievement.

We actively seek to challenge discrimination and we promote an anti-bullying stance which makes clear the unacceptability of all forms of prejudice and discrimination.

2. Academy Trust Equality Aims and Objectives

The Trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Please follow the link to see the Severn Federation Academy Trust Equality & Diversity Policy www.sfat.uk/policies. Each academy within our family of schools has their own equality objectives, dependent on their current demographic and annual review.



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As a whole Trust we aim to:

Objective 1

Ensure public sector equality duty informs all policy, reviews, decision making and improves the lived experience of our staff and pupils.

Objective 2

Celebrate the range of faiths, beliefs, and cultural backgrounds both within and beyond the Trust, promoting mutual understanding, tolerance, and respect.

Objective 3

Ensure that the curriculum taught across the Trust reflects the diversity of modern Britain and gives due consideration to historical and cultural learning.

Objective 4

Become more knowledgeable about bias and how it impacts our organisation.

Objective 5

To better understand the diversity of our workforce and how representative it is of the communities we serve.

3. Lydney Church of England School Equality Objectives

At Lydney Church of England Primary School, we believe that all pupils are of equal value and deserve equal access to every aspect of school life. We believe that all pupils should have equality to learn and work towards their highest possible levels of achievement. Our Christian vision 'A caring Christian community where every child achieves a love of life and of learning' and our values emphasise equality for all staff and pupils at all times.

At Lydney Church of England Primary School, we provide all pupils with the opportunity to succeed and to reach the highest level of personal achievement. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

We are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which is based upon respect for all.



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3.1 Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

3.2 Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of physical appearance, gender, race, religion, ethnicity, socioeconomic background, academic ability, disability, sexual orientation or gender identity.

3.3 Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

3.4 School Specific Objectives

Lydney school underpins the Trust Equality Objectives with school specific objectives, which are:

- To continue to promote a tolerant and inclusive school community.
- To improve staff & pupils understanding of bias and barriers.
- To celebrate diversity events together to increase awareness of different cultures and other protected characteristics.
- To ensure the curriculum and Worship programmes are designed to promote inclusion and diversity.



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- To ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position and that all job applicants are considered equally.
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This statement is available on the school website: www.lydneycofe.co.uk/policies/.

Paper copies are available on request from the School Office.