



Equality at Castle School

September 2025

Equality Statement – Castle School

Castle School is committed to promoting equality of opportunity, celebrating diversity, and fostering an inclusive environment where all pupils, staff, parents and visitors feel safe, valued and respected.

We fully comply with the **Equality Act 2010** and the **Public Sector Equality Duty**, having 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 different groups.

Our policies, curriculum, employment practices and day-to-day decision-making reflect these commitments. We publish equality information annually and update our objectives at least every four years, in line with statutory requirements.

Equality Objectives (2025–2029)

1. **Inclusive curriculum** – Ensure that all subject areas include positive representation of diverse backgrounds, cultures, abilities, genders and family structures, with at least one curriculum audit and update cycle completed each academic year.
2. **Staff diversity and development** – Increase applications from under-represented groups (particularly ethnic minorities and men in support/teaching roles) by 10% over the next four years through inclusive recruitment advertising and anonymised shortlisting. Provide annual EDI training for 100% of staff and governors.
3. **Accessibility** – Improve physical and digital accessibility by completing an annual accessibility audit and ensuring that all new school communications are available in accessible formats (e.g. large print, Easy Read, symbol support).
4. **Pupil voice and participation** – Increase participation in school council and leadership opportunities from pupils with protected characteristics (especially SEND and EAL learners), aiming for representation that reflects the school's cohort by 2027.