



Chipping Ongar Primary school

Appendix to school development plan for 2026.27



Equality Objective:

At Chipping Ongar Primary School, and across Bridge Academy Trust, we believe that every pupil has the right to receive an education which is free from discrimination, harassment, or victimisation.

We are committed to providing all our pupils with equal opportunity to thrive in a setting free from discrimination in all its forms. We strive to be a school where adults and children, whatever their race, religion, gender, orientation, disability, or social circumstances, will find safety and respect for themselves and their family.

Our policies should ensure that every member of our community is respected, welcomed, and valued.

We act to:

- Ensure our pupils are at the heart of everything we do, through being Resilient, Respectful and Responsible.
- Ensure that all pupils can Enjoy, Enrich, Achieve and Aspire.
- Ensure that parents and pupils can make choices free from prejudice and stereotyping.
- Oppose any form of discrimination.
- Promote respect between cultures and religions, valuing every pupil's background and experiences.

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

Objectives:	Strategies	Protected Characteristic	Target Group	Responsible Staff	Monitoring	Evidence of Progress
Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010	Implement robust delivery of British Values through PSHE, collective worship, school council and wider curriculum to promote mutual respect and tolerance for those with different faiths or beliefs.	Race, religion or belief	All Pupils	All teaching staff. School council lead Curriculum lead	Termly curriculum overview	School council in all years. RW co-ordinators identifying appropriate RW scheme to underpin RW curriculum. Collective worship display and content plus in classroom displays on British Values.
	Develop, engage and promote increased understanding around Domestic Abuse and how it can impact the community. Educate, inform and empower community about DA and how to recognise and respond.	Race, Age, disability, gender reassignment, religion or belief, sex.	Whole community	HT and SLT, SENDCo and MHWB lead	On-going	Good attendance to parent workshops and staff training undertaken. Referrals and advancements made to further support pupils in our local community.

Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	Promote and support participation of reluctant, disadvantaged, SEMH and pupils with protected characteristics in extracurricular and inter-school opportunities (sports, projects, school-representation, council, etc.) Engage, model and promote productive play to encourage and foster tolerance and understanding of the needs of others through playleader and appropriate equipment.	Age, disability, gender reassignment, sex	Target pupils and pupil groups	PPG Coordinator, SENDCO, well-being lead and PSO	Termly extracurricular review	Nurture club Breakfast Club and mental health surgery drop in and MHWB sessions to support SEMH through our mental health champions and first aiders training alongside generic club opportunity for all pupils.
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Promote positive relationships between peers, between pupils and adults and between staff and parents through the consistent application of school wide strategies (eg.3 B's, Zones of Regulation, restorative conversation)	Age, disability, gender reassignment, race, religion or belief, sex.	All school stakeholders	SLT	Parents, Pupil and Staff Surveys and feedback (x2 per ac. Year)	Reduction of behaviour incidents recorded. Respectful and restorative conversations taking place.