



The Bellbird Primary School

Public Sector Equality Statement

November 2025

The Public Sector Equality Duty, part of the Equality Act 2010, requires all public organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. At The Bellbird Primary School, Sawston, we are fully committed to ensuring that fairness, dignity, and respect are at the heart of everything we do for our pupils, staff, families, and the wider community.

Our Commitment

As a maintained school, we share the Cambridgeshire Local Authority's commitment to eliminating individual and institutional discrimination, harassment, and victimisation relating to all protected characteristics. At The Bellbird Primary School, we are dedicated to:

- Eliminating unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations between people who share a protected characteristic and those who do not.

We expect all members of our school community—including staff, pupils, volunteers, visitors, governors, external partners, and contractors—to promote and uphold these principles.

Inclusive Education at The Bellbird

The Bellbird Primary School is committed to providing an inclusive, nurturing, and aspirational learning environment for all children. We work hard to create a culture that values diversity and enables every pupil to achieve their full potential. We also recognise the important role we play in fostering positive relationships within our school and the wider Sawston community.

As an employer, The Bellbird Primary School is committed to fair recruitment and employment practices that ensure all staff are treated equitably regardless of Age, Sex, Race, Disability, Pregnancy and Maternity, Marriage and Civil Partnership, Religion or Belief, Sexual Orientation, or Gender Reassignment. We also acknowledge that some individuals may belong to vulnerable or marginalised groups not explicitly listed in the Equality Act and strive to support their needs through our policies and practices.

Monitoring and Accountability

The school collects and uses workforce and pupil information to help meet the general equality duty. Where appropriate, the school will publish relevant information to demonstrate how we are meeting our obligations.

Safeguarding Commitment

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. Appointments are subject to Safer Recruitment procedures, including appropriate pre-employment checks.

The Bellbird Equality and Diversity Objectives

- All schools will have curriculum and teaching practices that prepare pupils for life in a diverse society by encouraging respect for cultural diversity within local communities

and the wider world. The Bellbird Primary School teaching curriculum ensures high expectations and fully inclusive school communities.

- Relevant policies at The bellbird provide support and guidance for staff, including specific information relating to equality issues. This includes a dedicated Equality, Diversity and Inclusion policy.
- The Bellbird operates a zero-tolerance approach to discrimination, harassment and victimisation.
- The Bellbird promotes the health, safety and wellbeing of staff using measures such as Occupational Health, Employee Assistance Programmes, risk assessments, workstation assessments, lone worker guidance, and equality impact assessments.
- The Bellbird promotes development opportunities for all staff. Part-time and flexible working requests are welcomed. All employees receive appraisal meetings to discuss development needs.

This statement reflects the commitment of The Bellbird Primary School to uphold and promote equality, diversity and inclusion across all aspects of school life.