



Equality Proofing Charter

Our Commitment to Inclusion, Access and Opportunity

‘Stronger Together for our Pupils’

Our Vision

Across the Dovestone Learning Partnership, we are committed to ensuring that **every child and family can fully access school life**, regardless of financial circumstances, background, or personal challenges.

We recognise that pupils and families face differing levels of need and challenge, and we actively remove barriers that may prevent full participation in school life.

We believe that equality is not about treating everyone the same, but about providing the **right support at the right time** so that all children can thrive.

This charter sets out how we equality-proof our policies, practices and expectations to remove barriers, reduce stigma and promote dignity for all.

Our Shared Responsibility

Equality proofing is everyone’s responsibility. Leaders, staff, governors and families work together to ensure our schools are places where **every child feels valued, supported and able to succeed**.

Our Commitment to Equality Proofing

We commit to:

- Proactively identifying and removing financial, social and practical barriers to participation.
- Designing policies and school practices with vulnerable families in mind.
- Ensuring no child is excluded from opportunities due to cost or circumstance.
- Treating all support offered with discretion, respect and dignity.

Equality proofing is embedded in our decision-making at every level — from uniform expectations to enrichment activities and school events.

Our School Offer: Practical Support for Families

School Uniform

We recognise that uniform costs can be a pressure for some families. Our schools:

- Keep uniform requirements **simple, affordable and practical**.
- Offer access to **free or subsidised uniform items** where needed.
- Provide **pre-loved uniform schemes** within schools or across the group.
- Avoid penalising pupils for uniform issues linked to financial hardship.

No child's learning or wellbeing will be affected because of uniform affordability.

School Trips and Enrichment Activities

We believe that enrichment opportunities are an essential part of learning and development. Therefore:

- No child will be excluded from trips or experiences due to inability to pay.
- Financial support or alternative funding options are available for families who need them.
- Payment plans are offered where appropriate.
- Communication about costs is clear, sensitive and non-judgemental.

We ensure all pupils can access curriculum-linked visits, residential and wider enrichment.

Learning Resources and Equipment

Our schools take steps to ensure all children have access to what they need to learn effectively, including:

- Essential stationery, reading materials and learning resources.
- Access to digital devices or online learning support where required.
- Discretionary support for curriculum-related costs.

Wider Family Support

We work in partnership with families and external agencies to provide or signpost support, including:

- Free school meals and pupil premium guidance.
- Access to food support or holiday provision (HAVs) where available.
- Early help and pastoral support.
- Signposting to community services and local organisations.

Support is offered **without stigma** and families are encouraged to speak to us in confidence at the earliest opportunity.

Our Approach to Dignity and Respect

We are committed to ensuring that:

- Support is offered discreetly and sensitively.
- Children are never singled out or labelled.
- Families are treated as partners, not recipients of charity.
- Staff are trained to recognise and respond to need with empathy.

Need to Talk?

If you would like to discuss support, please contact:

- The school office
- Your child's class teacher
- A member of the senior leadership or pastoral team

Monitoring and Review

To ensure this charter is meaningful and effective, we will:

- Regularly review policies and practices through an 'equality lens'.
- Listen to pupil and parent/carers voice.
- Use data (including attendance, participation and outcomes) to identify barriers.
- Adapt our offer in response to changing needs.

This charter is reviewed annually and updated to reflect our individual school communities.