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The Lancashire Equality and Inclusion Mark

The Lancashire Equality and Inclusion Mark is awarded to schools that embed equality throughout their practices, enabling all pupils to thrive. It has been developed by a working group in Lancashire and provides a clear framework to guide schools through the process of auditing, developing and consolidating good practice in different areas of Equality. The Equality and Inclusion Mark is comprised of six individual Equality Badges:

- Race Equality Badge
- Sex Equality Badge
- Disability Equality Badge
- Holistic Diversity Equality Badge
- Sexual Orientation Equality Badge
- Religion and Belief Equality Badge

Achieving all six badges earns the school the Equality and Inclusion Mark. Schools can progress at their own pace and choose support packages that suit their needs.

The process is designed to complement other areas of school development so that time and attention focussed on Equality and Inclusion will also advance other priorities. For example the whole school audit is directly linked to the key judgements in Ofsted inspections and can inform the creation and review of the SEF.

Equality and Inclusion actions will complement duties to promote community cohesion and will also demonstrate that the school is complying with the Public Sector Equality Duty 2010.

By addressing Equality and Inclusion issues schools can directly promote their shared values and improve the spiritual, moral, social and cultural development of their pupils and their emotional and mental health. This can go a long way to ensuring that all pupils can make progress and achieve their potential.

How can a school achieve the Lancashire Equality and Inclusion Mark?

Schools can join the programme by completing the sign up form and emailing it to our office. This can be downloaded from the [Equality and Diversity - Lancashire Professional Development Service](#) If you would like to discuss anything before signing up please email equalityanddiversity@lancashire.gov.uk and a member of the Equality and Inclusion Mark team will contact you and discuss the process in more detail.



Once signed up the school will then carry out an audit of current practice, create an action plan to address the issues that have been highlighted as priorities and implement these actions.



How long does it take to complete the Lancashire Equality and Inclusion Mark?

This depends entirely on the circumstances and preferences of the school. Most schools will prefer to focus on a few elements or strands and achieve one or two Equality and Inclusion Badges each year. This might then take three years or longer for the school to achieve the Equality and Inclusion Mark.

What support is available to schools as they work towards the Equality and Inclusion Mark?

The Equality & Diversity Team can provide tailored support, guidance and training for schools in Lancashire. There are three packages of support and a range of training modules which can be tailored to meet the needs of each school.

Each package of support includes a brief introductory visit for new Schools, usually via a video call, plus email and telephone support.

Bronze Level	Silver Level	Gold Level
Cost: Nursery/Primary/Special/ Short Stay £485 Secondary £725	Cost: Nursery/Primary/Special/ Short Stay £845 Secondary £1085	Cost: Nursery/Primary/Special/ Short Stay: £1030 Secondary £1270
Full documentation for all strands	Full documentation for all strands	Annual school advisory visit or accreditation visit
Co-ordinator termly network meeting	Co-ordinator termly network meeting	Full documentation for all strands
Annual advisory or accreditation visit (focus to be determined by the school)	One session school based INSET per annum (up to 2 hours) OR second advisory visit to school (up to half a day)	Co-ordinator termly network meeting
	Annual advisory or accreditation visit (focus to be determined by the school)	One session school based INSET per annum (up to 2 hours)
		Second advisory visit to school (up to half a day), or accreditation visit

CONTACT:

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