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 Equality and Inclusion Mark is designed to complement wider school improvement priorities, ensuring that work on equality and inclusion also contributes to broader school development goals. The whole-school audit aligns with key Ofsted judgements and can support the development and review of the School Evaluation Form (SEF).

Equality and inclusion work also supports schools in meeting their responsibilities for community cohesion and compliance with the Public Sector Equality Duty (2010).

Central to this work is fostering a sense of belonging, where all pupils feel accepted, respected, included and supported within the school community. Schools can strengthen belonging through the active celebration of diversity, ensuring that every pupil feels valued, represented and able to participate fully in school life.

By embedding equality, inclusion and belonging throughout school culture, schools can promote their shared values, enhance pupils' spiritual, moral, social and cultural development, support emotional wellbeing, and create the conditions for all pupils to thrive and achieve their full potential.

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

Schools join the programme by completing the sign up form and emailing it to our office. This can be downloaded from the Lancashire Equality and Inclusion Mark - Lancashire County Council If you would like to discuss anything before signing up please email communityandcohesion@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 yearly 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 per year: Nursery/Primary/Special/ Short Stay £490 Secondary £725	**Cost per year: Nursery/Primary/Special/ Short Stay £850 Secondary £1089**	**Cost per year: 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

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