



Equality objectives and information

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The [Equality Act 2010](#) which introduced the Public Sector Equality Duty and protects people from discrimination
- The [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [Equality Act Advice Final.pdf](#)

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Mrs Samina Anwar. They will:

- Meet with the Head teacher once a year, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document

- Attend appropriate equality and diversity training Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction.

The head teacher and equality governor monitors equality issues. They liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Analyse the school held data (attainment and pastoral for pupils with different characteristics to determine strengths and areas for improvement and implement actions in response.
- Report to governors termly on improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as

part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. Equality objectives

Objective 1

Raise attainment and progress for disadvantaged pupils

We have chosen this objective to ensure a reduction in attainment gaps between disadvantaged pupils and their peers in reading, writing and maths.

Actions will include:

- Identifying pupils at risk of underachievement through termly data analysis.
- Provision of targeted interventions.
- Increase in parental engagement through workshops and accessible communication.
- Monitoring of attendance and progress of vulnerable groups.

Objective 2

Support pupils with SEND and additional needs to access a full and rich curriculum

We have chosen this objective to remove barriers to learning and participation for pupils with SEND.

Actions will include:

- Ongoing staff training on adaptive teaching.
- Review accessibility of learning resources and environments.
- Further strengthening partnership working with parents and external agencies.
- Monitoring participation in trips, clubs and additional opportunities.

Objective 3

Promote respect, tolerance and challenge discrimination

We have chosen this objective to ensure we continue to foster a culture where discrimination, prejudice and bullying are challenged effectively.

Actions will include:

- Age-appropriate equality, diversity and anti-bullying education will be delivered.
- Staff will receive training on unconscious bias and protected characteristics.
- Thorough records will be kept and incidents of discriminatory language or behaviour will be regularly monitored.
- The Christian values of dignity, respect and love for all will be embedded.

9. Monitoring arrangements

The head teacher will update the equality information we publish, at least every year. This document will be approved by the School Effectiveness Committee and reviewed by the School Effectiveness committee at least every 4 years.