	Reviewed	**September 2026**
	Next Review	**September 2027**

St Lawrence C of E (Aided) Junior School

Equality information and objectives policy

Aims

St Lawrence CE (Aided) Junior 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.

In aiming to meet the above, we will also consider our context, ethos and shared Christian vision and values as a Church of England voluntary aided school.

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 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: The Equality Act 2010 and schools.

Roles and responsibilities

The governing body 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, and that they are reviewed and updated at least once every four years.
- Ensure that the published equality information is updated at least every year

The equality objectives will be overseen by the Curriculum Committee. They will:

- Discuss progress against objectives every year and 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 body 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
- Ensure staff attend appropriate equality and diversity training

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

Eliminating discrimination

The school aims to achieve this through:

- Being aware of its obligations under the Equality Act 2010 and complying with non-discrimination provisions.
- Where relevant, including reference to the importance of avoiding discrimination and other prohibited conduct in policies
- Staff and governors being 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.

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:

- Share attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, and implement actions in response
- Publish data, and analyse relevant responses as appropriate through the SDP or relevant governor minutes
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying if they have occurred)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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 our vision and values to the community including, in our context as a Church of England school, our belief in upholding them for those 'of all faiths and none.'
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in Collective Worship, RE, citizenship and personal, social, health education (PSHE), and relationships and sex education (RSE) 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 Collective Worship/assemblies dealing with relevant issues. Pupils and Worship Ambassadors will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Encouraging children to reflect on relevant issues led by our Worship Ambassadors.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, (for example Diocesan advisors for issues relating to our context as a Church school), to help inform and develop our approach.

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality objectives (September 2025)

See Action Plan- Appendix 1- for rationale & yearly progress update

Objective 1

In delivering the curriculum, ensure it contains non-stereotypical images in order to overcome preconceived ideas of sex, ethnic origin, culture or religion.

Objective 2

To ensure that all pupils are given similar opportunities with regards to after-school clubs and activities.

Objective 3

To monitor and analyse pupil achievement by sex, SEND, Pupil Premium and race (where significant) and act upon any trends or patterns in this data that require additional support for pupils; ensuring that groups of pupils have equality of opportunity and performance variations between groups are diminished.

Monitoring arrangements

The headteacher will update the equality information we publish, including our progress towards achieving each objective, at least every year. This document will be reviewed by the headteacher annually and new objectives will be set at least every 4 years. The governing body will be kept updated on reviews and progress through the Curriculum Committee and Full Governing Body Meetings. This document will be approved by the governing body.

Links with other policies

This document links to the following policies:

- SEND Policy

- Inclusion strategy
- Pupil Premium strategy
- Equality Policy
- Anti bullying Policy
- Staff code of conduct
- Child Protection & Safeguarding Policy
- Supporting pupils at school with medical conditions Policy