

St James and St John Church of England Primary School



Equality Policy

This policy was adopted on March 2025

The policy is to be reviewed by March 2029

Aims

St James and St John Church of England Primary 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.
- Our school aims to promote respect for difference and diversity in accordance with our values, such as respect, kindness, aspiration, collaboration, friendship, resilience and courage.

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.
- 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 Susan Caddick. They will:

- Meet with the Headteacher regarding equality every term, 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 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.
- Identifying any staff training needs, and deliver training as necessary.

All school staff are expected to have regard to this document and to work to achieve the equality objectives.

Eliminating discrimination

St James and St John Church of England Primary 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 reminded annually of their responsibilities under the Equality Act and new staff receive training on the Equality Act as part of their induction.

We eliminate discrimination by;

- Having a behaviour policy that ensures all children feel safe at school and addresses prejudicial bullying.
- Reporting, responding to and monitoring all racist / prejudice related incidents.
- Ensuring that equality and diversity is embedded in the curriculum and that it meets the need of our children.
- Quality first teaching to ensure all children reach their full potential and are given equal entitlement to success.

The Headteacher monitors equality issues and liaises with the equality link governor regarding any issues, making staff and governors aware of these as appropriate.

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 (for example, pupils with disabilities, or pupils who are not of Christian faith).
- Taking steps to meet the particular needs of people who have a particular characteristic (for example, enabling Muslim pupils to pray at prescribed times).
- Encouraging people who have a particular characteristic to participate fully in any activities.
- Listening to parents/carers and pupils.
- Fostering a shared sense of cohesion and belonging.

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing.

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information.

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 Collective Worship that deals with relevant issues. We will invite external speakers to contribute and where appropriate pupils will lead collective worship.
- Working with pupils, parents and our local community to promote knowledge and understanding of different cultures through celebrating a variety of faith days, collective worship and organising school trips and activities.
- 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 events. 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, to help inform and develop our approach.

Under the Equality Act 2010 the protected characteristics are; age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, gender and sexual orientation.

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 information

- There are currently 135 pupils attending St James and St John Church of England Primary School.
- 51% pupils are male and 49% pupils are female.
- The ethnic makeup of the school is 82% white british, 4% white other and 14% minority ethnic groups.

- The percentage of pupils with English as an additional language is 3%.
- The percentage of pupils with Special Educational Needs is 22%.

Equality objectives

- Challenge stereotypes and discrimination to develop a greater understanding within the school community of equality and protected characteristics.
- Develop processes around transition for all pupils, including those with protected characteristics to ensure that appropriate advice, guidance and support is in place to ensure successful transition to next steps
- To enable all pupils, including those in groups with protected characteristics, to make a positive contribution to school life.

Equalities Statement

At St James and St John Church of England Primary School we value 'all God's children' and treat them as equals. We are committed to promoting equality of education and opportunity for all stakeholders, eliminating discrimination and harassment, valuing diversity and promoting positive relationships. We believe diversity is a strength which should be respected and celebrated by all. We aim to develop a culture of inclusion and diversity in which the whole school community can feel proud of their identity, have a sense of belonging and flourish and prosper in all aspects of their life.



Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the Headteacher and the equality governor at least every 4 years.

This document will be approved by the governing body.

Links with other policies

This document links to the following policies:

- SEN policy
- Behaviour policy
- Accessibility plan