



Equality Information and Objectives Policy

1. Statement of intent

St John's C of E Primary Academy is committed to an inclusive Christian ethos in which every pupil, colleague and family is treated with dignity and respect. We seek to remove barriers, challenge prejudice, celebrate diversity and enable every child to flourish.

This policy explains our approach to the Equality Act 2010, our public sector equality duty (PSED), the publication of equality information and our equality objectives. It applies to decisions about education, admissions, behaviour, employment, services and school life, subject to applicable legal exceptions.

2. Legal framework and duties

The principal framework is the Equality Act 2010, including section 149 and Schedule 10, and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Relevant provisions also include the Human Rights Act 1998, Children and Families Act 2014, SEND Code of Practice, UK GDPR and Data Protection Act 2018.

When exercising our functions we have due regard to the need to (a) eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct; (b) advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and (c) foster good relations between these groups.

Protected characteristics under the Act are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The application of protections and exceptions differs by context: for example, age and marriage/civil partnership are not generally protected characteristics in the school-pupil provisions. The PSED's marriage/civil partnership limb applies to the elimination aim only.

The school will publish information demonstrating PSED compliance at least annually and publish one or more specific, measurable equality objectives at least every four years. The school will follow current statutory requirements and applicable DfE guidance, including any updates arising from case law.

3. Governance and responsibilities

St Chad's Academies Trust retains ultimate responsibility as the academy's proprietor, with functions delegated according to its current scheme of delegation. The relevant local academy committee or governing body will scrutinise implementation and progress, subject to that scheme.

The headteacher/executive principal will lead implementation, ensure staff understand expectations, review data and incidents, report progress to governance, and arrange annual website publication. The SENCo and designated safeguarding lead contribute specialist advice where relevant.

All staff will model inclusive conduct, challenge discriminatory language and behaviour, make or request appropriate adjustments, report incidents promptly and protect confidential information.

Pupils will be taught age-appropriate respect, inclusion and how to report concerns. Parents and carers may raise concerns using the school's published routes.

4. Inclusive practice and reasonable adjustments

The school will identify and remove barriers in curriculum access, teaching, assessment, communication, visits, enrichment, recruitment and wider school participation. Decisions will consider individual circumstances and lawful exceptions; equal treatment does not always mean identical provision.

For disabled pupils, the school will consider and make reasonable adjustments to policies and practices and provide reasonable auxiliary aids and services where required. It will maintain an accessibility plan addressing curriculum participation, the physical environment and accessible information, and review the plan separately.

The school will work with pupils, families, the SENCo and relevant professionals to support SEND and disability needs, including when considering behaviour or disciplinary decisions. Safeguarding, privacy, dignity and applicable statutory requirements remain central to decision-making.

5. Curriculum, culture and relationships

We will embed respectful, age-appropriate teaching about equality and difference across the curriculum, collective worship and school life, consistent with our Church of England ethos and legal duties. We will use diverse texts, images and examples of significant individuals, challenge stereotypes and promote positive relationships.

We will support participation in clubs, visits, leadership opportunities and family engagement, identifying barriers and taking proportionate action to address them. Discriminatory or prejudice-related bullying will be addressed through the behaviour, anti-bullying and safeguarding procedures.

6. Information, evidence and publication

Leaders will consider appropriate evidence including attainment and progress, attendance, suspensions and exclusions, SEND and disability access, participation, bullying and prejudice incidents, pupil/parent voice, complaints and workforce information where lawful and proportionate.

Equality information will be published on the school website at least every 12 months, explaining relevant actions and outcomes rather than merely restating intentions. Small numbers and sensitive personal data will be suppressed or aggregated where necessary to prevent identification. Data collection and processing will follow the school's privacy notices, retention arrangements and lawful bases, including additional safeguards for special-category data.

The school will consider equality implications when planning or changing significant policies or practices, recording proportionate evidence of its consideration where appropriate. A formal equality impact assessment is not automatically required for every decision.

7. Responding to incidents and complaints

Staff will respond promptly to discriminatory language, harassment, victimisation or prejudice-related incidents; record and investigate concerns proportionately; support affected pupils or staff; and apply appropriate educational, restorative or disciplinary measures. Safeguarding matters will be escalated under the safeguarding policy.

Parents and members of the public may use the published complaints procedure. Staff may use relevant grievance or whistleblowing arrangements. Reports will be handled fairly, confidentially and without retaliation, with appropriate records retained.

8. Monitoring, review and publication

The headteacher/executive principal will review this policy annually and report progress against the objectives to the relevant governance body at least annually. The school will refresh equality information each year and review or replace its published equality objectives no later than October 2030 if first adopted in October 2026.

This policy should be read alongside the Accessibility Plan, SEND Information Report, Admissions Policy, Safeguarding and Child Protection Policy, Behaviour Policy, Anti-Bullying Policy, Complaints Procedure, HR policies and Data Protection Policy.