St Margaret's C of E Primary School
Equality Information and Objectives

Ratified: Autumn 2025
To be reviewed Autumn 2026

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

At St Saviour's, we believe that all pupils have the right to learn in a supportive, caring and safe environment. Through our Christian Values, our school community embraces individuality and celebrates those qualities which makes us all unique.

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. 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
- 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

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

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training regularly.

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
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any

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 data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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.

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify 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 objectives as set out in this policy

Objective 1:
To implement the accelerated leadership programme in the school with the view to recruit from diverse backgrounds. We actively encourage applications from individuals from diverse cultural backgrounds.

Why we have chosen this objective:
To train ambitious leaders of the future through our own bespoke leadership programme with the aim to further promote representation of people who share a protected characteristic and those who don't. We actively encourage applications from individuals from diverse cultural backgrounds.

To achieve this objective, we plan to:
Ensure our advert clearly communicates that we particularly welcome applications from candidate's diverse cultural backgrounds.

Progress we are making towards this objective:
Since launching the programme in January 2020 we continue to successfully implement our accelerated leadership programme and continue to actively encourage candidates from diverse cultural backgrounds

Objective 2:
To raise levels of attainment in core subjects for vulnerable learners

Why we have chosen this objective:
We believe that every pupil in our school has an equal right to make accelerated progress in reading, writing and maths over the course of their primary education so that by the time they leave Year 6, they can go on to be confident, lifelong learners

To achieve this objective, we plan to
Identify vulnerable pupils and consider each pupils' unique vulnerability. Our rigorous assessment practices ensure that we regularly monitor attainment and where we notice that potential gaps occur, we act immediately by including the pupil into our booster programmes, intervention groups, Achievement School (Year 6), Saturday Plus (Year 3-5), Phonics School (Year 1-2) and Easter School. Furthermore, we work closely together with parents and carers to support learning at home.

Progress we are making towards this objective:
We continue to identify vulnerable groups/pupils and have implemented many of the above mentioned practices to narrow any attainment gaps where they might have occurred. Data is regularly monitored to ensure vulnerable pupils are achieving.

Objective 3:
To train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective:
This is to make sure that all staff continue to be fully informed about the Equality Act 2010 and to recognise how the school actively promotes Equality objectives with staff, pupils, parents and governors.

To achieve this objective, we plan to:
Deliver whole school inset around the Equality aims and objectives and further train staff about protected characteristics. Equality training to take place at induction for all new staff

Progress we are making towards this objective:
Whole school Inset's take place on a regular basis with Unconscious bias training completed by all staff. All staff receive equality training at induction. Safer recruitments training is completed by all involved in the recruitment process. Additional training on completed where needed