Equality Information and Objectives

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Contents

1. Aims 2
2. Legislation and guidance 2
3. Roles and responsibilities 3
4. Eliminating discrimination 3
5. Advancing equality of opportunity 3
6. Fostering good relations 3
7. Equality considerations in decision-making 4
8. Equality objectives 4
9. Links with other policies 5

1. Aims

St John's aims to meet its obligations under the public sector equality duty 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

Legislation identifies 9 protected characteristics:

1. age
2. disability
3. gender reassignment
4. marriage and civil partnership
5. pregnancy and maternity
6. race
7. religion or belief
8. sex
9. sexual orientation

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 Equality Act 2010 (Specific Duties) Regulations 2011, which require St John's 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.

3. 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 St John's, including to staff, students and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

All St John's 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

St John's 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.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, St John's Academy aims to advance equality of opportunity by:

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

In fulfilling this aspect of the duty, the St John's Academy will:

- Publish attainment data each academic year showing how students with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g., declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with protected characteristics, identifying any issues which could affect our own students.

6. Fostering good relations

St John's 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, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Potential student conflict - Dealing promptly and effectively with any tensions between different groups of students linked to protected characteristics.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising St John's 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 considerations in decision-making

St John's Academy ensures it has due regard to equality considerations whenever significant decisions are made.

St John's Academy always considers the impact of significant decisions on particular groups. For example, when a St John's trip or activity is being planned, the St John's Academy considers whether the trip:

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

The St John's Academy provides evidence when planning trips to show that areas of Equality and Discrimination have been considered and the relevant questions asked.

8. Equality objectives

St John's is committed to ensuring quality of provision for the whole school community and have agreed the following equality objectives for 2022 - 2026:

To ensure that all Trustees, Governors and staff are aware of current legislation surrounding equality and diversity, and understand their individual and collective responsibilities

2. To promote cultural understanding and tolerance of different religious beliefs and ethnic groups

3. To promote mental health awareness and develop appropriate support strategies

4. Commit to closing gaps in attainment and achievement especially for: a. students eligible for Pupil Premium b. students with Special Educational Needs and Disabilities c. looked after children d. students from minority ethnic groups.

5. Commit to improving accessibility in all school sites for students, staff and visitors with disabilities, including access to specialist teaching areas

6. Closely monitor and record incidents involving the use of homophobic, sexist and/or racist language by students

7. To regularly review and refine the taught curriculum so it represents a diverse culture and society and encourages tolerance and respect.

9. Links with other policies

This document links to the following policies:

- Accessibility policy and plan
- Risk assessment
- School behaviour policy
- Anti-bullying Policy
- Safeguarding and Child Protection Policy

Sam Cartland

Assistant Vice Principal January 2025