



The  
**Pope Francis Catholic**  
*Multi Academy Company*

# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

<b>POLICY INFORMATION SHEET</b>	
Title	Equality Policy
Source	Governance Manager
Document Owner	Governance Manager
Approval Level	Executive Committee
Date of next Review	April 2026
Required on school websites	Yes

## 1. AIMS

The Pope Francis Catholic Multi Academy Company (PFMAC) 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

Moreover, as a Catholic Multi Academy Company we believe each person is a unique creation made in the image of and likeness of God, called by name, with a special vocation and gifts to bring to the world. We seek to develop these talents in each individual by being a beacon for Catholic education in Oxfordshire.

## 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 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'.

## 3. ROLES AND RESPONSIBILITIES

The PFMAC Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the PFMAC, including to staff, pupils 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 headteacher of each school.

The Local Governing Body of each school will:

- Ensure that Local Governing Body receives reports from the headteacher or the designated member of staff for equality once per year, to review any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training

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
- Ensure that this policy and equality objectives are published on the school's website

All PFMAC and school staff are expected to have regard to this document and to work to achieve the objectives as set out in for each school on their website.

## 4. ELIMINATING DISCRIMINATION

The PFMAC is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

## 5. ADVANCING EQUALITY OF OPPORTUNITY

As set out in the DfE guidance on the Equality Act, the PFMAC aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have
- 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 activities

## 6. FOSTERING GOOD RELATIONS

The PFMAC 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.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community.

## 7. EQUALITY CONSIDERATIONS IN DECISION-MAKING

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

Each school always considers the impact of significant decisions on particular groups.

## 8. EQUALITY OBJECTIVES

Each school will publish a set of equality objectives specific to their context using the template shown in Appendix A.

## 9. MONITORING ARRANGEMENTS

In the Autumn Term, the Headteacher or a designated member of staff with responsibility for monitoring equality issues will review the school equality objectives and update the template. This will be reported at the next Local Governing Body meeting, where it will be reviewed and published on the school website.

This Policy will be reviewed and approved by the PFMAC Executive Committee at least every 4 years.



### Equality Objectives (Reviewed Annually)

Next Review Date : Autumn Term 2023/2024

Equality Objective	Why we have chosen this objective	To achieve this objective we plan to	Progress we are making (completed as part of review process annually in each autumn term)
To ensure all learners are valued equally	Because we believe that all our pupils are made in the image and likeness of God and should experience being valued as such.	<p>Embed SEND policy throughout the school</p> <p>Further training and development in inclusive practice in the classroom and SEND needs</p> <p>Identify specific barriers to learning for our pupils and put actions in place to address these</p> <p>Monitor pupil progress data and attendance data by disadvantage, gender, race and SEND needs and act on any patterns identified.</p> <p>Share this with Governors to ensure they are fully informed</p>	<p>Training around inclusive practice has taken place with further training planned.</p> <p>Work underway identifying specific barriers to learning.</p>
To ensure our values are central to all that we do and that these are reflected in policy, procedure and practice	So that our school values underpin every aspect of school life and they are a key part of promoting equality within our school	<p>Ensure values appear on the front page of policy documents produced by the school</p> <p>Reference specific values in policy documents as they are reviewed and updated</p> <p>Ensure values are made explicit to all stakeholders e.g. they are included in school newsletters, updated on school website, explicit teaching about values takes place regularly</p> <p>Pupil achievement in relation to specific values is recognised</p>	As new policy documents are written, standardised front cover with values is put in place.
Foster positive attitudes and relationships and a shared sense of cohesion and belonging	So that everyone in our school community feels valued and welcomed and diversity is celebrated	<p>Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. taking part in pupil leadership activities, opportunities for older children to 'buddy up' with younger children, Active play leaders providing support for younger pupils at playtimes</p> <p>Further develop the roles of Year 6 pupil leaders to involve them more fully in aspects of whole school life</p> <p>Further develop our existing 'House' system</p> <p>Provide support for children/groups of children who need additional help in forming and maintaining relationships within their peer group</p> <p>Provide 'Equalities' workshops for pupils and training for staff</p>	Some 'buddying up' of older pupils with younger pupils has taken place, with further opportunities planned.

