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The
Pope Francis Catholic
Multi Academy Company

EQUALITY POLICY AND OBJECTIVES STATEMENT

POLICY INFORMATION SHEET	
Title	Equality Policy and Objectives Statement
Source	The Key
Document Owner	Governance Manager
Approval Level	People and Governance Committee
Date of next Review	April 2030
Required on school websites	Yes

DOCUMENT VERSION CONTROL LOG

Date of Change	Description of change/ update (include section name/number)
30.4.26	Renamed from Equality Information to Equality Policy Section 1. Updated PFMAC values Section 2. Added reference to DFE Funding agreement Section 5. Added statutory requirement for gender pay gap reporting Section 6. Added making pupils aware of behaviour and anti-bullying policies Section 8. Added Objectives Statements. Updated policy to state that these objectives can be adopted by all PFMAC schools and oversight by LGB/Board. Schools can adopt and/or amend these objectives as required to tailor them to their local setting.

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

Our culture at the Pope Francis Multi Academy Company (PFMAC) is based upon our values of dignity, excellence and unity. This philosophy promotes our aims in which every member of our PFMAC community respects those around them and the environment, acts lovingly in a way that serves the school community and works together to grow spiritually, morally, academically and culturally.

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.

This document also complies with our DFE Funding Agreement.

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 day-to-day 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
- 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

For schools with 250 or more employees we will fulfil statutory requirements to publish gender pay-gap reporting and other pay equality issues.

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.
- Making pupils aware of behaviour and anti-bullying policies

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

PFMAC schools adopt the following equality objectives and can add/amend to make them specific to their context as required. The updated version is to be published on their website.

Equality Objectives

PFMAC Schools		Date of report	2026
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 that staff, pupils and parents feel part of a culture of belonging, inclusion and strong relationships, grounded in Catholic Social Teaching. To recognise diversity as a strength.	To improve outcomes for all children and ensure they are prepared for life in modern Britain, with mutual respect and tolerance for those with different faiths and beliefs.	Ensure that the PFMAC core values and virtues are central to all that we do, and that these are reflected in policy, procedure and practice.	Progress monitored and reported to LGB/Board.
To monitor and analyse pupil achievement, including groups and children with disabilities, and act on any trends or patterns in data that require additional support.	To ensure that all learners are valued equally, progress is routinely analysed and interventions are made in a timely and effective way.	Upskill staff to improve outcomes for all children, with a focus on disadvantaged children. Report data, outcomes and interventions to Board/LGB for monitoring and oversight.	
Promote awareness of Catholic Social Teaching principles of equality and the dignity of the human person. Ensure that displays in classrooms, corridors and in presentations promote diversity and access to the school and facilities is maintained.	To eliminate the incidences of discriminatory language or behaviour in our schools. Ensure any changes to the building/facilities are evaluated for access.	Monitor and analyse incidents involving discriminatory language or behaviour and respond in a timely and effective way. Ensure each school has an up to date Accessibility Plan. Board/LGB for monitoring and oversight.	
To ensure staff professional development	To ensure all staff have fair access to opportunities.	Monitor CPD engagement and	

opportunities are fair and inclusive.		spend to ensure fairness.	

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.