



Governor Lead: Carlos Pittol

Nominated Lead Member of Staff: Vicki Chiverton

Status & Review Cycle: Statutory Annual

Next Review Date: September 2027



St Jude's Church of England Schools Federation

EQUALITY OBJECTIVES 2024-2027

These schools are committed to safeguarding, child protection and promoting the welfare of children and young people and expects all members of the school and its community to demonstrably share this commitment. We aim to foster good relations between all members of the school community, ensuring they are treated equally and without prejudice.

The Equality Act 2010 requires the school to publish information that demonstrates that we have due regard for the need to:

1. **Eliminate unlawful discrimination, harassment and victimisation** and any other conduct prohibited by the Act.
2. **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
3. **Foster good relationships** across all characteristics – between people who share a protected characteristic and people who do not share it

St Jude's C of E Schools Federation is inclusive and focuses on the well-being and progress of every child, ensuring that all members of our community are of equal worth. Whilst our school has a Christian character, we do not exclude admission to any child based on their faith or non-faith.

We have taken guidance from [Equality Act 2010: advice for schools](#) and considered how well we currently achieve our aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief). We have

Our approach to equality is based on the following key principles:

1. All pupils are of equal value.
2. We recognise, accept and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equality, diversity and inclusion practice in staff recruitment, retention and development.
5. We aim to proactively reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations for all children.

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination based on protected characteristics. Every individual has several protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all pupils are protected from discrimination, harassment and victimisation, the school collects data on protected groups, analyses it and uses it to plan.

Information on other groups of pupils

In addition to pupils with protected characteristics, the school gathers further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged groups
- Pupils with English as an Additional Language (EAL)
- Young Carers
- Looked After Children/Previously Looked After Children (LAC/PLAC)
- Refugees
- Other vulnerable groups

Objectives

In order to further support pupils, raise standards and ensure inclusive teaching, we have set ourselves the following objectives:

1	to ensure that our curriculum and resources reflect the diversity of our community.
2	to review levels of parental and pupil engagement in learning and school life, to ensure equality, inclusivity and that all feel valued.
3	to monitor and analyse pupil achievement by race, gender, disability and disadvantage and to act on any trends or patterns in the data that require additional support for pupils.

Monitoring and Reviewing

The implementation of this equality information is monitored by the Headteacher, SLT and by Governors through the Education Committee to evaluate its implementation and effectiveness. This information will be reviewed every three years, or earlier if the need arises. This information will be promoted and implemented throughout the school.

September 2024