



st John's C.E. Primary Academy
Equality information and objectives

Our school commitment on equality

- We are committed to equality for all our stakeholders including parents:
 - We try to ensure that everyone is treated fairly and with respect.
 - We want to make sure that our school is a safe, secure and stimulating place for everyone.
 - We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
 - We recognise that for some pupils' extra support is needed to help them to achieve and be successful.
 - We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
 - We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objective which show how we plan to tackle particular inequalities, and reduce or remove them.
- We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- We understand the importance of narrowing gaps in achievement which affect, amongst others:
 - pupils from certain cultural and ethnic backgrounds
 - pupils who belong to low-income households and pupils known to be eligible for free school meals
 - pupils who are disabled or looked after
 - pupils who have special educational needs
 - Pupils who have serving a parent in the armed forces
 - boys in certain subjects, and girls in certain subjects.



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Key objectives

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| ➤ To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities and the school ethos with particular reference to issues of equality and diversity |
| ➤ To reduce prejudice and increase understanding of equality through direct teaching across the curriculum |
| ➤ To narrow the gap between FSM and non FSM pupils in each year group for writing |
| ➤ To reduce the incidence of aggressive attitudes and behaviour between all pupils |
| ➤ To narrow the gap between boys and girls in writing by the end of KS1 / end KS2 |
| ➤ To promote cultural development and understanding through a rich range of experiences both in and beyond the school |
| ➤ Covid - To ensure the catch-up funding and tutor led funding is used to support the learning of disadvantaged pupils |
| ➤ Covid - Ensure that staff who are BAME / pregnant / highly clinically vulnerable / disabled have individual risk assessments to support them in their working life |
| ➤ To reduce the incidence of bullying in relation to the protected characteristics listed in the Equality Act 2010 |

This statement was presented to and approved by the LAC on 17 May 2022. It will be reviewed in Summer 2025.