Equal Opportunities Policy (including objectives)

Cathedral Primary School

Reviewed by:	Filiz Scott
Last reviewed during:	March 2025
Next review due by:	Spring 2026

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 school aims to promote respect for difference and diversity in accordance with our values (Fruits of Friendship with God)

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 Governing Body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor will:

- Meet with the designated member of staff for equality regulary and other relevant staff members, to discuss 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
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school 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

The school 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.

New staff receive training on the Equality Act as part of their induction, and all staff will receive refresher training regularly.

5. Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people that 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.

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups.
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school 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, pupils will be introduced to literature from a range of cultures
- 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. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community

- We are developing 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

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

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

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

The school will:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, PSHE, but also activities in other curriculum areas. This is a priority on the School Development Plan.
- When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls.
- All staff ensure that the language they use does not reinforce stereotypes or prejudice.
- Value each child's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all.
- Use our Fruits of Friendship with God (school values) and school motto to foster inclusivity
- Draw on our 4 Curriculum Intent Goals to ensure all children have equal access to the depth and breadth of our curriculum
- Ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.
- Provide a safe and welcoming place for all of its members.
- Support the Local Education Authority in its equal opportunities policies and guidance and to take the appropriate action to deal with any form of discrimination.
- The school aims to foster good relations between those who share a protected characteristic and those who do not share it.

8. Equality objectives

Objective 1

These will be reviewed annually.

Equality Objective 1

To continue to ensure that our curriculum celebrates inclusivity and is accessible to all

Equality Objective 2

To ensure that our curriculum reflects and celebrates the diverse nature of the UK, our local area and Cathedral School in order to meet the needs of our children

We will do this by:

- Ensuring topics and resources used are inclusive
- Regularly reviewing and monitoring the curriculum to ensure that topics and resources
- Ensuring that all children are accessing this inclusive curriculum through high expectations and high-quality teaching to enable children to meet their full potential
- Adhering to the 4 goals of the Curriculum Intent Statement

Equality Objective 3

- To continue to promote equality of opportunity in enrichment activities.

We will do this by:

- Ensuring that there is a range of activities to meet the needs of the school community
- Ensuring all children have access to enrichment activities

Equality Objective 4

To work towards closing the attainment gap for identified groups

We will do this by:

- Ensuring all staff have the necessary information, training and resources to implement high quality lessons

- Regularly monitoring attainment through analysing data and tracking pupil progress
- Ensuring that appropriate early interventions are put in place where underachievement is identified

9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the Governing Body at least every 4 years.

This document will be approved by the Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

11. Links and External Agencies

- The Education Welfare and Attendance Service
- Southwark Support Services