St John's C of E VC Infants School Equality Objectives 2022-2026

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annual	October 2025	K.Devane	October 2026

Ratification

Role	Name	Signature	Date
Chair of Governors	**Claire Weymouth**		
Head Teacher	**Kerry Devane**		
DSL	**Kerry Devane**		

Statement

Schools can have a major influence on the attitudes of society and of those we educate. We are in a powerful position to bring about change for the good. We aim to give confidence and promote awareness of the valuable contributions of all members of our society. Within the philosophy of the school it is recognized that all children are entitled to full access to the curriculum regardless of any of the nine protected characteristics.

St John's C of E VC Infants School supports the aims of the Public Sector Equality Duty 2010, which are to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between people who share a characteristic and those who do not
3. Foster good relations between people who share a characteristic and those who do not

St John's C of E VC Infants School welcomes the inclusive principles and requirements of the legislative equalities duties pertaining to Disability, Gender and Community Cohesion. We are committed to promoting equal opportunities and combating discrimination for all members of our school community by:

· All learners are of equal value
· We recognise and respect difference
· We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
· We observe good equalities practice in staff recruitment, retention and development
· We aim to reduce and remove inequalities and barriers that already exist
· We consult and involve widely · Society as a whole should benefit
· We base our practices on sound evidence

No member of our communities will be discriminated against, harassed or receive less favourable treatment on the grounds of the 'protected characteristics' described in the Equality Act 2010 as: race, age, disability, marriage and civil partnership, pregnancy and maternity, gender reassignment, age, religion and beliefs, sex or sexual orientation. We will work with staff, students and others (where required) to promote an integrated and cohesive community that reflects the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

Protected Characteristic	Objective	Actions to be taken	Review of measures taken
All	Raise pupil awareness of recognising and respecting differences	Continued review and development of the curriculum to ensure positive attitudes are developed in children towards disabled people, between groups and communities that are different to each other in terms of ethnicity, age, culture, religious affiliation, national origin or national status.	
All	To review the content and structure of the curriculum to ensure it celebrates equality and diversity and covers the 9 protected characteristics.	Review of curriculum content by co-ordinators and connected curriculum, subject overviews and knowledge bases to include humanity rich content covering the protected characteristics in relation to equality.	
All	To narrow any attainment gaps between pupils based on gender, language, additional need or	Detailed analysis of children's attainment throughout the year using all assessment data. Regular discussions with staff to understand the barriers to children's progress. Implementation of interventions for	

	context group.	pupils who are in need of additional support. Purchase of resources to support the progress of children in need of additional support.	