



The
Pope Francis Catholic
Multi Academy Company

EQUALITY INFORMATION AND OBJECTIVES STATEMENT

| POLICY INFORMATION SHEET | |
|---------------------------------|---------------------|
| Title | Equality Policy |
| Source | Governance Manager |
| Document Owner | Governance Manager |
| Approval Level | Executive Committee |
| Date of next Review | April 2026 |
| Required on school websites | Yes |

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

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.

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 daily 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
- Removing or minimising disadvantages suffered by people which 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

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.

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

Each school will publish a set of equality objectives specific to their context using the template shown in Appendix A.

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.

APPENDIX A: SCHOOL EQUALITY OBJECTIVES TEMPLATE



Equality Objectives – Reviewed Annually

Next Review Date: Autumn Term 2023-2024

| 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 all learners are valued equally. | So that all pupils recognise and respect difference, and that they are made in the image and likeness of God. | <p>Embed the SEND policy throughout the school.</p> <p>Provide further training and development in inclusive practice in the classroom and SEND needs.</p> <p>Identify specific barriers to learning for our pupils and put actions into place to address these.</p> <p>Monitor pupil progress data and attendance data by disadvantage, gender, race and SEND needs and act on any patterns identified.</p> <p>Analyses to be shared and discussed with governors to ensure that they are fully informed.</p> | <p>Send policy known to all staff.</p> <p>Work ongoing to identify specific barriers to learning.</p> |
| To ensure that the school's core values and virtues are central to all that we do, and that these are reflected in policy, procedure and practice. | So that our school values and virtues underpin all aspects of school life and they are a key part of promoting equality within our school. | <p>Governors, staff, children and families understand our core values and virtues.</p> <p>Our PSHE curriculum supports further development of an inclusive school.</p> | <p>Promotion of our core values and virtues through assemblies and displays around the school.</p> <p>Our newsletters and website promote our values and virtues.</p> |
| To ensure that our pupils are prepared for life in Modern Britain, fostering positive attitudes and a shared sense of belonging. | Ensure that all pupils are given the opportunity to make a positive contribution to the life of our school, Increase positions of responsibility – open to all pupils. | <p>Ensure that all pupils are given the opportunity to make a positive contribution to the life of the school.</p> <p>Ensure pupils are given the opportunity to take part in pupil leadership activities, further developing the roles of Year 6 pupil leaders.</p> <p>Further develop our existing 'House' system.</p> | <p>Yr 6 Mini Vinnies have been involved in fundraising activities, such as bake sales and uniform swaps and in litter picks in the local area.</p> <p>Pupils from across the school have been elected to represent their peers in the School Council.</p> <p>Buddying opportunities for Yr5/6 children to support younger children.</p> |