



St Joseph's Catholic Primary School, Guildford
The Way, The Truth, The Life

Equality Information & Objectives 2025



1. Aims

Our school 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

Our school motto – *The Way, The Truth, The Life* – helps us to keep this commitment at the forefront of our minds as we celebrate *the way* Christ taught us to live, *the truth* that all people are made in God's image and to embrace *the life* that he wants us to enjoy by treating others with dignity and respect.

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 board 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, 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

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

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, as outlined in our Staff Code of Conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

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 which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

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

- Signpost parents to attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Report termly to the Full Governing Body on reported incidents that undermine our attempts to promote equality (e.g. incidents of homophobic or transphobic bullying) and how these incidents were responded to and monitored.

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 and with protagonists who experience different disabilities.
- Holding assemblies dealing with relevant cultural issues, making use of public figures who can contribute towards the fight for equality. Pupils will be encouraged to reflect on these inputs through weekly journaling tasks.

- 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.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

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

8. Equality objectives

Objective 1:

To invest in literature for our school libraries and classrooms that better reflects the diverse nature of our school community (and our world).

Why we have chosen this objective:

We don't think that all members of our community can see themselves in the protagonists of our current reading stock. It would be exciting for all children to be able to recognise "someone like me" in our school literature. It would also be beneficial for all children to be exposed to different cultures and life choices through the books in our school, as well as seeing life through the eyes of those with disabilities.

To achieve this objective:

We will work with our school's Governing Body and the Local Council to generate the necessary funds to make a significant investment in a range of literature. We will rely on the excellent subject knowledge of our teachers and teaching assistants, along with our strong relationship with the English Hub, to identify the right books for the ages and stages of our children. We will also make some of this literature available to parents by displaying it in the Main Entrance.

Objective 2:

To review our School Uniform Policy to better reflect the growing consciousness around parent choice, removing binary distinctions between girls and boys.

Why we have chosen this objective:

We are conscious that families are becoming increasingly concerned about the binary choice imposed upon them, especially with regards to the different expectations on girls and boys. We would like to be supportive of parents' right to choose how their child is dressed for school, within the overarching guidelines of acceptable uniform.

To achieve this objective:

Reframe our school's Uniform Policy, removing any distinction between uniform for boys and girls. Instead, we will publish a list of "Acceptable Uniform" that will be available to all children. We will be supportive of family's uniform choices and ensure that all children are tolerant and respectful of these choices too. We will also rephrase our Staff Uniform Code to reflect that the expectation on staff is, "Smart, professional dress" in order to remove any difference in expectation between male and female staff.

Objective 3:

To strive to increase the diversity of our staff and governor team, to better reflect the community we serve.

Why we have chosen this objective:

We are aware that the demographic of our staff and governor teams is not wholly reflective of our school community. We think it is best for the children in our community to be served by people who reflect their many different cultures and ethnicities. We invite all of our staff to take an active part in school life and so it's important that the team represents the diverse community we serve.

To achieve this objective:

We will make a more public effort to advertise our recruitment materials to the wider school community, through parent communications and word of mouth. We will champion school volunteers, to promote an interest in the education sector. We will also look to increase the visibility of the Governing Body so their role is better understood and enquiries welcomed.