



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 2025
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

Raise Awareness of the School's Equality Policy and Plan

- Ensure all staff, governors, and parents are familiar with the school's Equality Policy and Plan.
- Measure awareness and understanding through the end-of-year Survey to Parents/Stakeholders, ensuring feedback informs further improvements.

Monitor and Act on Pupil Achievement and Attendance Data

- Regularly analyse data on pupil achievement and attendance, with a focus on identifying trends by disadvantage, race, gender, and disability.
- Address any emerging patterns to provide tailored support to pupils.
- Report findings at least three times a year via the Headteacher's Report to the Full Governing Body.

Promote Diverse Role Models in the Curriculum

- Ensure the curriculum highlights positive role models and heroes from diverse backgrounds, reflecting the school's values and diversity in race, gender, and disability.
- Provide opportunities for pupils to positively identify with individuals who inspire and empower them.

Celebrate Cultural Events

- Organize events throughout the year that educate pupils on different communities and promote understanding of race, disability, religion, and gender.
- Examples include Diwali, Eid, Black History Month, fostering a culture of inclusivity and global awareness.

Challenge Discriminatory Language and Behaviour

- Embed a school-wide culture where the use of discriminatory language is actively challenged and addressed.
- Provide training and guidance to staff and pupils on recognizing and combating discriminatory behaviour.

Disability Equality Duty - Ensure Accessibility for Disabled Pupils

Guarantee that all pupils, including those with disabilities, can participate fully in:

- The curriculum
- Educational visits and journeys
- Lunchtime activities
- PE, dance, and assemblies
- Afterschool clubs

Regularly review accessibility plans to ensure inclusivity in all school activities.

Gender Equality Duty and Inclusion in Activities

- Monitor participation in after-school clubs and activities by gender, SEN status, and Pupil Premium eligibility.
- Actively address imbalances in participation by introducing strategies to encourage involvement from underrepresented groups.

Race Equality Duty

Identify, respond to, and report racist incidents as outlined in the Equality Plan. Share termly reports of incidents with the Governing Body and Trustees ensuring accountability and transparency.

Encourage Positive Contributions from All Pupils

Ensure all pupils have opportunities to make meaningful contributions to school life, such as:

- Participation in the Junior Leadership Team through elections.
 - Leading or participating in class assemblies.
 - Engaging in fundraising activities and other initiatives.
 - Continue to involve staff, pupils, parents, and carers in the development of the Equality Plan.

Gather input and feedback through surveys, staff meetings and Parents' Evenings, fostering a collaborative approach.

Monitoring arrangements

This document will be reviewed by the Senior Leadership Team at least every 4 years.