CLAYTON ST JOHN C of E PRIMARY

Equality Information and Objectives

Ratified by Governors:	Summer Term 2025	Signed Headteacher: Mrs G Emsley Full Governing Body
Next Review Date:	Summer Term 2028	

'Growing together in God's Love'

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Safeguarding Statement of Intent

At Clayton St John CofE Primary we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Clayton St John CofE. We recognise our responsibility to safeguard all who access the school and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. We also work to ensure that our pupils are aware of Online Safety and who to talk to if they feel vulnerable or scared.

Vision Statement

'Growing together in God's Love'

Rooted deeply in God's love, we flourish as individuals and as a community.
Within a nurturing environment, we develop curiosity, creativity and a love of learning.
We learn and grow when things go well and things go wrong. In all we do we hope to be the best we can be.

Ephesians 3 v 16 and Jeremiah 17 v 7 & 8

Statement of Intent

At Clayton St John CofE Primary we strive to ensure that our pupils are safeguarded against any form of harm. We ensure that our staff are trained appropriately, can identify signs of abuse and follow policy and procedures for reporting concerns, disclosures and allegations.

Our Vision

At Clayton St John CofE Primary we pride ourselves on developing a positive ethos built on the foundations of the Christian faith. This ethos is based on the following Values and principles that, as stakeholders, we all aim to uphold.

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RESPECT

R: Resilience - To take risks and be confident to have a go and not give up when mistakes are made.

E: Encouragement - We are motivated by our family, friends and teachers and rejoice in God's love.

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S: Security - The love, care and responsibility we are given make us feel safe at school.

P: Pride - Achieving individual goals and successes to be the best we can be.

E: Empathy - The ability to understand and share the feelings of others.

C: Collaboration - Working together we respect our differences and listen to each other.

T: Trust - With faith in God's love and each other, we can live the life we want to live.

The Equality Act 2010

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. The equality duty has two main parts: the 'general' equality duty' and 'specific duties'.

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Clayton St John C of E Primary School fully understands the principle of the Equality Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. The Governors and Staff at Clayton St John C of E Primary School are committed to providing all pupils with a curriculum which provides equality of opportunity and freedom from discrimination.

We are committed to overcoming sexist, racist and classist attitudes with an approach which seeks to raise consciousness and develop positive attitudes. A protected characteristic under the act covers the groups listed below:

- Age;
- Disability;
- Race, colour, nationality, ethnic or national origin;

- Sex (including transgender);
- Gender reassignment;
- Maternity and pregnancy;
- Religion and belief;
- Sexual orientation; and
- Marriage and civil partnership (for employees).

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

Schools are required to publish information showing how they comply with the new equality duty and to set equality objectives. The school will update the published information at least annually and equality objectives at least once every four years.

In order to meet the general equality duty, there are two specific duties that we are required to carry out. These are:

- To publish information to demonstrate how we are complying with the equality duty. (Updated annually) We will not publish any information that can specifically identify any child.
- To prepare and publish one or more specific and measurable equality objective. (Updated annually) To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives.

This will include the following functions:

- Admissions;
- Attendance;
- Attainment;
- Exclusions;
- Prejudice related incidents.

Our objectives will detail how we will ensure equality is applied to the services listed above; however, where we find evidence that other functions have a significant impact on any particular group, we will include work in this area. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Clayton St John C of E Primary School objectives document draws together all previous equality legislation and details how we are fulfilling the requirements of the Act.

Addressing Prejudice Related Incidents.

Clayton St John C of E Primary School is opposed to all forms of prejudice, and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice to prevent any incidents. If incidents still occur, we address them immediately and report to the governing body.

Objectives

Detailed below are the Clayton St John C of E Primary School current set of overriding equality objectives.

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

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Objective Group	**Objective**
Leadership and Management	The vision for educations is applied equally to all children at the school. The staff and governing body reflects the diversity of the Clayton St John C of E Primary School community. Accurate collection, analysis and publication of equality data including the recording of prejudice-related incidents.
Quality of Education	No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. Under-achievement is identified at regular pupil progress meetings and appropriate intervention is applied. All pupils are able to participate in a range of extracurricular opportunities. All pupils are assessed, monitored and tracked through internal tracking systems.
Personal Development (Fostering good relations)	Curriculum effectively develops children's understanding and appreciation of diversity. The curriculum celebrates diversity and

	promotes respect for all the different protected characteristics as defined in the Equality Act 2010.
Behaviour and Attitudes (Fostering good relations)	Children respect one another. Children feel safe and valued. Children, staff and parents know that misconduct and gross misconduct will be challenged. A respectful and positive culture . Bullying is dealt with effectively.

Clayton St John C of E Primary School will make reasonable adjustments to meet the needs of disabled pupils and implement an accessibility plan aimed at:

(a) increasing the extent to which disabled pupils can participate in the curriculum.

(b) improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided.

(c) improving the availability of accessible information to disabled pupils.

Clayton St John C of E Primary School leaders accept and welcome their responsibility to have due regard in decision-making and actions to the possible implications for pupils with protected characteristics. They will consider equality implications before and at the time that they develop policy and take decisions.

Responsibility

We believe that promoting equality is the whole of Clayton St John C of E Primary School's responsibility.

How does Clayton St John C of E Primary School eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it?

Clayton St John C of E Primary School does this by measures that include:

➢ for pupils - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying).

➢ for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy.

➢ PSHE, relationships education, RE and other elements within the curriculum that promote friendship and understanding about cultures and lifestyles.

➢ employing specialist staff where required to support pupils with special needs or disabilities and implementing the Clayton St John C of E Primary School disability access plan.

➢ monitoring of welfare, with intervention and support where required.

➢ taking steps to meet the particular needs of pupils or staff that have a particular characteristic.

School Community	Responsibility
Governing Body	Involving and engaging the whole Clayton St John C of E Primary School community in identifying and understanding equality barriers and in the setting of objectives to address these.
Senior Leadership Team	As above including: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from Clayton St John C of E Primary School in carrying out its day-to-day duties Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. To support the Headteacher as above.

	Ensure fair treatment and access to services and opportunities.
Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Take responsibility to record and report prejudice related incidents.
Support Staff	Supporting Clayton St John C of E Primary School and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Take responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for Clayton St John C of E Primary School community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to Clayton St John C of E Primary School community in tackling inequality and achieving equality of opportunity for all.

Pupils	Supporting Clayton St John C of E Primary School to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for Clayton St John C of E Primary School community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging Clayton St John C of E Primary School to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.

Consultation

We endeavour to consult with all related parties and ensure they are involved in the design of new policies, and in the review of existing ones.

Where possible we consult and involve:

• disabled people as well as non-disabled.

• people from a range of ethnic, cultural and religious backgrounds.

• all gender identities.

• lesbian, gay, bisexual and transgender people.

• people of different ages and generations.

Note The Disability Equality in Education (DEE) recommends that all pupils with SEN and those with long term medical needs be treated as disabled for the purposes of the Act and for equality.

Linked Policies:

Anti-bullying Policy

Behaviour Policy

Child Protection and Safeguarding Policy

Relationships Education Policy

BDAT Equality and Diversity Policy

BDAT Supporting pupils with medical needs Policy

SEND Policy