Public Sector Equality Duty
Annual Statement 2026/27

Clayton St John CofE Primary 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.

The Governing Body will:

- Ensure objectives are set out in **The Clayton St John CofE Primary School Equality Policy** are 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.
- Understand the impact of our policies, practices, and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.
- Assess performance.
- Benchmark our performance and processes against those of similar organisations, nationally or locally.
- Consider taking steps to meet the needs of staff who share relevant protected characteristics.
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.
- We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. **See BDAT Gender Pay Gap Information.**

In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- recruitment and promotion
- numbers of part-time and full-time staff
- pay and remuneration.
- training
- return to work of women on maternity leave.
- return to work of disabled employees following sick leave relating to their disability.
- appraisals
- grievances (including about harassment)
- disciplinary action (including for harassment)
- dismissals and other reasons for leaving.

Staff are expected to:

- promote an inclusive and collaborative ethos in their classroom.
- challenge and deal with any prejudice-related incidents that may occur.
- identify and challenge bias and stereotyping in the curriculum.
- keep up-to-date with equalities legislation relevant to their work.

We will consult widely:
People affected by a policy or activity should be consulted and involved in the design of new policies, and in the review of existing ones. Where possible, we consult and involve all **including those of a protected characteristic.**

- BDAT Gender Pay Gap Report (see BDAT website)
- BDAT Equal Opportunities Policy (see BDAT Statutory Policies)
- BDAT Equality and Diversity Policy (see BDAT Statutory Policies)

Clayton St John CofE Equality Information and Objectives

- Available on the Clayton St John CofE Primary School website