



POLICY: Equality Information and Objectives Policy

STATUTORY: Yes

DATE AGREED: April 2026

REVIEW DATE: April 2027

RESPONSIBLE MEMBER OF STAFF: Mrs C Limbrick

TRUSTEE COMMITTEE: Personnel & Welfare

SIGNED HEADTEACHER: Dr J Holmes

SIGNED CHAIR OF TRUSTEES: Mr M Clayton

John Masefield High School Equality Information and Objectives Policy



Contents

1. Aims.....	2
2. Legislation and guidance	3
3. Roles and responsibilities	3
4. Eliminating discrimination	4
5. Advancing equality of opportunity	4
6. Fostering good relations	4
7. Equality considerations in decision making	5
8. Equality objectives	5
9. Monitoring arrangements.....	6

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation 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 a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

Our school aims to promote respect for difference and diversity in accordance with our values, such as creating an inclusive and respectful learning environment that encourages pupils to achieve their personal best.

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](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

3. Roles and responsibilities

The trustee 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/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link trustee will:

- Meet with the designated member of staff for equality annually, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full trustee board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to trustees
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils

- Meet with the equality link trustee annually to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

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.

Staff and trustees 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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every academic year.

The school has a designated member of staff for monitoring equality issues, and an equality link trustee. They regularly liaise regarding any issues and make senior leaders and trustees aware of these as appropriate.

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 that 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
- 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 extra-curricular activities and leadership opportunities

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, economic and relationship (PSHRE) education, but also activities in other curriculum areas, e.g. as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures.

- Pupils receive PSHRE workshops taught by their Year Leader or member of SLT on specific related topics.
- Making pupils aware of our behaviour and anti-bullying policies.
- Holding assemblies dealing with relevant issues. We will also invite external speakers to contribute.
- 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.

7. Equality considerations in decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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

When suggesting and planning extra-curricular trips and events, staff will consider the school's equality duties as part of the trip planning process. This includes reflecting on relevant equality considerations alongside the usual risk assessments.

8. Equality objectives

Objective 1:

Close attainment and attendance gaps

Actively reduce gaps in achievement and attendance between different groups of pupils particularly those eligible for Pupil Premium, pupils with SEND, looked-after children, minority ethnic groups, and gender groups. Ensuring every pupil can achieve their full potential regardless of background or protected characteristic.

Objective 2:

Further develop an inclusive, respectful school culture

Promote equality, tolerance and respect across the school community by:

Raising equality awareness among staff and pupils and gathering their views

Ensuring swift and consistent responses to equalities breaches

Reducing derogatory language and discriminatory behaviour

Objective 3:

Embed diversity and representation in the curriculum

Ensure the curriculum reflects a diverse society and broadens pupils' understanding of difference by:

- Strengthening teaching of protected characteristic topics, e.g. further encouraging appreciation of different faiths, identities and lived experiences
- Promoting positive and diverse role models

Objective 4:

Strengthen equality in recruitment, training and school practice

Ensure all recruitment, selection and professional development processes promote equal opportunities and non-discrimination by:

- Training all staff involved in recruitment
- Embedding equality awareness into ongoing staff development

9. Monitoring arrangements

The Personnel and Welfare committee will update the equality information we publish at least every year.

This document will be reviewed by the full trust board at least every 4 years.

10. Links with other policies

This document links to the following policies:

Accessibility plan

Behaviour for Learning Policy

SEN information report

SEND policy