

# St Augustine's Academy



## Equality Information and Objectives Statement

Approved by:

Date: 22.10.25

Next review due by:

September 2026

‘Let your light shine before others, that they may see your good deeds and glorify your Father in Heaven.’

*Matthew 5:16*

*“There is neither Jew nor Greek, there is neither slave or free, there is no male and female, for you are all one in Christ Jesus.” Galatians 3:24*

## **Equality Information and Objectives (Public Sector Equality Duty) Statement**

St Augustine’s Academy has a clear Christian ethos in which Values underpin and motivate high expectations of us all. Together they create a loving community, a climate of dignity, respect, safety and support, a place of hope, wisdom, calm, purpose and high aspirations for ALL of our community members to flourish. As “God shows no partiality” we too are committed to meeting the needs of each unique individual.

### **Aims**

St Augustine’s Academy 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 those who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

### **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.
- This document also complies with our funding agreement and articles of association.

### **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, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives to the Headteacher
- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss 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.
- Report back to the full governing board regarding any issues.

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

The designated member of staff for equality will:

- Support the Headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- 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 later in the policy.

### **Eliminating discrimination**

St Augustine's Academy 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 governors are reminded of their responsibilities, for example during meetings. New staff receive training on Equality as part of their induction, and all staff receive refresher information at relevant points, such as Valuing All God's Children. The school has a designated member of staff for monitoring equality issues. This is Justine Fourmy. She liaises with the Headteacher regarding any issues and makes governors aware of these, if appropriate.

### **Advancing Equality of Opportunity**

As set out in the DfE guidance on the Equality Act, St Augustine's Academy 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 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:

- Make evidence available identifying improvements for specific groups where appropriate (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils where appropriate.

### **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 and through the 'St Augustine's Way'. This includes teaching in Religious Education, our worship programme, 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

- Holding assemblies and Collective Worship dealing with relevant issues. Pupils will be encouraged to take a lead in these and we will also invite external speakers to contribute

### **Working with our local community**

This includes:

- Inviting leaders of local faith groups to speak at Collective Worship/assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with any potential 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 work with parents to promote knowledge and understanding of different cultures.

### **Equality Considerations in Decision-Making**

St Augustine's Academy 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: Is accessible to pupils with disabilities; Has equivalent facilities for boys and girls.

### **Equality Objectives for 2024-2025:**

- To be proactive in eradicating prejudice in relation to all the protected characteristics listed in the Equality Act 2010, (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).
- To increase pupils' understanding through ensuring that curriculum content and resources are reflective of all protected characteristics, as appropriate.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities

### **Monitoring Arrangements:**

This document will be reviewed and approved by the Governing Body annually.

Links with other policies:

- Accessibility plan
- Risk Assessments
- PSHE/RSHE