



The  
**Pope Francis Catholic**  
*Multi Academy Company*

# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

<b>POLICY INFORMATION SHEET</b>	
Title	Equality Policy
Source	Governance Manager
Document Owner	Governance Manager
Approval Level	Executive Committee
Date of next Review	April 2026
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.



School	St Joseph's Banbury	Date of report	March 2022
Equality Objective	Why we have chosen this objective	To achieve this objective we plan to	Progress we are making (completed as part of review process annually in each autumn term)
To ensure that the progress and attainment of each ethnic minority group is routinely analysed as part of the school's regular data analysis.	We have always monitored the progress of WBRI children as one of the key underperforming groups in the school but need to know that we are not overlooking under-performance in other groups defined by their ethnicity.	Analysis to be done three times a year.	Completed for Terms 3 & 4
To increase the representation from ethnic minority groups on the governing body.	We have been unsuccessful in encouraging Black and other Ethnic Minority parents to join the Governing Body and representation has also been limited on the PTFA.	Survey parents to find out why parents are not keen to engage more formally. Respond to findings to improve access to governance.	
To eliminate name-calling that creates and reinforces negative attitudes towards people who belong to any one of the groups with protected characteristics.	We have noticed an increase in name-calling since we returned from lockdown.	Raise awareness of the impact of this type of name-calling; Ensure that children are exposed to a greater range of diversity in books and other visual materials to encourage greater tolerance and acceptance of others; Educate through the RSE and CST curriculum.	