



Equality Information and Objectives

This is a Trust Statement - objectives specific to individual schools and their procedures are in *a separate document*.
(For a copy of the school objectives – see the individual school website).

Date	Revision & Amendment Details	By Whom
September 2023	Review and updated	Executive
May 2026	Updated / Reviewed and Approved	Education Committee

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This policy sets out Peterborough Diocese Education Trust's (the Trust) approach to equality.

1. Aims

The Trust aims to meet its obligations under the Public Sector Equality Duty 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

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 the [Department for Education \(DfE\) advice for schools on the Equality Act](#), 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](#).

This document also complies with the Trust's funding agreement and articles of association.

3. Roles and Responsibilities

3.1 The Board of Directors will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the Trust, including to staff, children 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 four years

- Delegate responsibility for monitoring the achievement of the objectives in each school on a daily basis to the headteacher / principal.

3.2 The Headteacher / Principal will, for their school:

- Promote knowledge and understanding of the equality objectives among staff and children
- Monitor success in achieving the objectives and report back to the central team who in turn report back to the Board's Education Committee.

If a school has a designated member of staff for equality, they will:

- Support the Headteacher / Principal in promoting knowledge and understanding of the equality objectives among staff and children
- Support the Headteacher / Principal in identifying any staff training needs, and deliver training as necessary.

3.3 All Staff

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

4. Eliminating Discrimination

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, Trust policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Directors and all staff 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 September.

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

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the Trust 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. children / staff with disabilities, or gay children 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 children to be involved in the full range of school clubs).

5.1 Publishing of Information about Children by Schools

In fulfilling this aspect of the duty the Trust will, for every school publish attainment data each academic year showing how children with different characteristics are performing. Relevant information about each school will be published on their individual websites.

Each school will make sure that with any data published to show how it meets its equality duties, individual children will not be identifiable. This means it may **not publish** some data if it relates to a very small number of children to preserve their confidentiality.

5.2 Publishing of Information about Staff by the Trust

In addition to the information about children, the Trust will consider how its activities as an employer affect staff with protected characteristics. The Trust will publish information to show gender pay-gap reporting and other pay equality issues.

6. Fostering Good Relations

The Trust 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 the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas e.g. English
- Making children aware of the Trust / school's behaviour and anti-bullying policies
- Incorporating relevant issues into the school's collective worship. Children will be encouraged to take a lead in such worship, and schools will also invite external speakers to contribute
- Making sure schools work with their local community. This includes each school inviting leaders of local faith groups to visit, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of children within each school. For example, school councils have representatives from different year groups and are formed of children from a range of backgrounds. All children are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents / carers to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how schools implement their approach.

7. Equality Considerations in Decision-Making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made. It considers equality implications before and at the time that it develops policy and makes decisions and continues to review these on an ongoing basis.

In all of the Trust's schools, the school will always consider 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 children with disabilities
- Has equivalent facilities for all children irrespective of their gender.

The schools undertake an Equality Impact Assessment to actively consider their equality duties. This is completed by the member of staff organising the activity.

8. Equality Objectives

The Trust expects each school to set their own objectives depending on their circumstances and context, whilst keeping in-line with the Trust's overall approach to equality set out in this Policy.

Individual school's Equality Objectives are set out in a separate document entitled [*name of school*] Equality Objectives.

9. Monitoring Arrangements

The Board of Directors, acting through the Education Committee, will update the equality information it publishes, described in sections 4 to 7 above, at least every year and this whole document will be reviewed by the Education Committee annually to ensure compliance with the Public Sector Equality Duty.

The Headteacher / Principal will review and agree their school specific equality objectives every four years.

This document will be approved by the Education Committee on behalf of the Board of Directors, and the Equality Objectives will be approved by the relevant Headteacher / Principal.

10. Links with Other Policies

This document links to the following policies:

- Accessibility plan
- SEND
- SEND Information Report.

Guilsborough C of E Primary Equality Objectives

Objectives set: May 2026

Review date: September 2026

Next Review: September 2027

Objective 1: To promote cultural development and understanding through a rich range of cultural experiences, both in and beyond school.

Rationale for objective:

- To Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Our pupils do not see a large range of diversity in their daily life and need preparation for their next stage of education.

Actions planned:

- Offer a varied programme of both curricular/extracurricular visits to enhance pupils understanding and appreciation of different cultures.
- Invite a range of visitors to attend our school to share different faiths, beliefs and cultures to help pupils understand that they are part of a multi- faith society and learn the values of other religions whilst demonstrating our own school Christian values.
- To build on and further develop our pupils' understanding of mutual respect and tolerance for all.

Progress to date:

Year 1:

- Our school offers a range of books that show a rich range of diversity (eg. female authors, characters with additional needs, dyslexia friendly books)
- Project Friday: Every half term our children complete projects that cover specific topic areas that we believe our children need to know with a focus on breadth, depth and meaning to the curriculum for example: faith symbols, mental health and wellbeing, Art movements, Love of our planet, The lives of outstanding people (Little people, big dreams), Spirituality, Oracy, singing, performance poetry, diversity, black history, sustainability and so much more! As a whole school we develop projects that suit own school needs through a broad and balanced based curriculum that can be taught through creativity.

Next Steps:

- School trips are planned in to enable all pupils to encounter different people outside of school life eg. The Black Country Museum.
- Invite parents in to share their cultures eg. food/artefacts etc enabling pupils to develop an understanding of others in our community.

Objective 2: To ensure that all pupils are given similar opportunities with regards to extra curricular activities

Rationale for objective:

Our vision for our school seeks to embrace all forms of diversity, educating and enabling children to understand how they can make a difference in the world. We encourage our school community to embrace the differences in our own community and beyond, treating each other as we like to be treated. We believe that we should develop our pupils to be global citizens; with scientific/technological/religious and cultural awareness and with a knowledge of current affairs.

In order to achieve this, we recognise that all children, and in particular the disadvantaged, need to be given equal access to enrichment opportunities they may not experience elsewhere.

Actions planned:

- Encourage lunch time clubs so all children will have the opportunity to attend e.g. Hotshots Basketball, Gardening Club and First News Club ran by our Head Boy and Girl.
- Continue to build on our eco provision so that all children will be involved in gaining our eco award.
- Continue to develop our sports provision so that all children will attend a sporting event with our Pacesetters partnership.
- Continue to develop our range of school trips and access to these so all children will experience a trip linked to an area of the curriculum.

Progress to date:

Year 1:

- Pupils have increasing opportunities to meet children from other schools with diverse backgrounds and cultures. An opportunity for pupils to further develop mutual respect and tolerance.
- Pacesetters tournaments and sports fixtures organised throughout the year against other schools for every child to attend at least once.
- PDET Year 4 Just Sing (1.7.2026) and Year 5 Magic Maths (27.1.2026) enrichments to be attended by all pupils in year group.
- Pupils have increasing opportunities to use their talents/try new things in school whilst working along side other children of different ages/backgrounds.
- Lunch time clubs
- Project Friday
- Eco team/school council/sports leaders

Next Steps:

- PP finding pays for school trip for eligible pupils.
- After school club – to identify if any families are in need of after school club and how PP funding can help towards this.

Objective 3: To ensure the school environment is accessible as possible to all pupils, staff and visitors

Rationale for objective:

As an inclusive school we want all our community to be able to access and enjoy the school environment.

Actions planned:

- **Improve physical access to the site and buildings**

Ensure entrances, classrooms and shared spaces are accessible, for example by providing ramps, handrails, accessible toilets, clear signage and safe drop-off points in line with the Equality Act 2010.

- **Make learning and information accessible**

Provide information in a range of formats where needed (e.g. large print) and ensure classroom resources and displays support pupils with additional needs where appropriate

- **Support inclusive teaching and reasonable adjustments**

Train staff regularly on inclusion, SEND, and make reasonable adjustments to teaching, the curriculum and school routines so all pupils can participate fully.

- **Work closely with families, professionals and visitors**

Communicate proactively with parents/carers and external professionals to identify needs early, and ensure visitors are informed about accessibility arrangements and support available when attending the school.

Progress to date:

Year 1:

- Accessibility plan reviewed (March 2026) to ensure that a clear plan is in place for the community
- SENCO and FSW in school working with families, teachers and pupils to ensure inclusive environment and curriculum for all.

Next Steps:

- Key actions on accessibility plan eg. Accessible parking is available to visitors.