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# St George's Central CE Primary School and Nursery

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## Equality Policy



Policy updated by Mrs Leech and Miss Taylor: May 2025

Policy approved by Governors: June 2025

A handwritten signature in black ink, appearing to read 'Ghona Taylor'.

Chair of Governors

A handwritten signature in black ink, appearing to read 'M. Grogan'.

Headteacher

Policy shared with staff and shared on the school website: June 2025

***'Never settle for less than your best'***

*Jesus said, I am the light of the world. Whoever follows Me will not walk in darkness, but will have the light of life.' John 8:12*

## EQUALITY POLICY

### Our school motto

Never settle for less than your best.

### Our Vision

Following in the footsteps of Jesus, each member of our community will flourish as resilient, respectful and adaptable individuals prepared for life's journey. Along the way we will encourage and inspire each other to continue growing as beacons of light in our own lives and the wider world.

### Our Mission

St George's Central seeks to provide quality education rooted in the Christian faith, serving the spiritual, moral and educational needs of the community of which it is part.

### 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 Friendship, Trust, Justice, Hope, Endurance, Compassion and Forgiveness.

### Rationale

The basic equality between all human beings has always been fundamental to Christian belief and teaching. St George's Central CE Primary School and Nursery acknowledges and welcomes diversity among pupils, staff, governors and visitors. Our Equality Policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the school community should feel safe, secure, valued and of equal worth. At St George's Central CE Primary School, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school.

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## 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](#).

## Eliminating Discrimination

Our 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 governors 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 annually.

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

## Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, our 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 societies).

## Fostering Good Relations

Our 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 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.
- Making pupils aware of our behaviour and anti-bullying policies at an age appropriate level.
- 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. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.

## Equality Considerations in Decision-Making

Our school ensures it has due regard to equality considerations whenever significant decisions are made. We 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.

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### Equality Objectives

Objective	Action to be taken	Date to be reviewed	Progress towards objective
1. Analyse attainment data between girls and boys and aim to narrow any gaps identified.	<ul style="list-style-type: none"> <li>*Analyse progress data between boys and girls</li> <li>*Identify any gaps and areas for improvement</li> <li>*Communicate to relevant members of staff</li> <li>*Ensure needs are met through quality first teaching and interventions are provided where necessary</li> </ul>	Termly	
2. Improving attendance of pupils who are disadvantaged or SEND.	<ul style="list-style-type: none"> <li>*Attendance data is reviewed</li> <li>*Whole school attendance and punctuality procedures are in place</li> <li>*Attendance meetings to take place between headteacher and pastoral mentor. Attendance of children with SEND is discussed in SEND update meetings between headteacher and SENDCO</li> <li>*Attendance to be discussed with parents/carers of children with SEND as part of review meetings with SENDCO/class teachers</li> <li>*Pastoral mentor to meet with targeted families to support strategies to improve attendance</li> <li>*Make use of links with Attendance teams from Wigan Council</li> </ul>	Termly	
3. Improving knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity.	<ul style="list-style-type: none"> <li>*Difference and diversity to be reflected throughout the board curriculum</li> <li>*A well-established PSHE curriculum to be regularly reviewed and updated by the PSHE leader</li> <li>*Visits to places of worship and workshops of other faiths are part of our RE curriculum offer</li> <li>*Cultural awareness days and workshops to represent difference and diversity within the community and wider world.</li> </ul>	Termly	

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## Roles and Responsibilities

### **The governing body 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 governor is Mrs L Morgan. They will:**

- Meet with the designated member of staff for equality every [frequency], 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 among staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- 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 governor every year 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 in this policy.

## Monitoring the Effectiveness of the Policy

The Headteacher will update the equality information data we publish every year. This document along with its objectives will be reviewed by the Headteacher and then approved by governing body every 4 years.

## Links with Other Policies

This document links to the following policies:

- Accessibility Plan.
- Attendance and Punctuality Policy.
- Behaviour and Relationships Policy.
- SEND Policy.

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