



St John's Church of England School, Watford

## **Equality Statement and Objectives 24/25**

Love, Respect and Value

*Church schools should not just proclaim the Christian understanding of inclusiveness but live it out as communities of inclusion.*

*John Cox*

### **Purpose of the Equality Statement:**

On the 1st October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of aspects of a person's identity. These are referred to as Protected Characteristics. This means that schools cannot discriminate against pupils or staff or treat them less favourably because of:

- Age (employees)
- Disability
- Gender reassignment
- Marriage and civil partnerships (employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

As part of The Equality Act 2010 schools are bound by the **Public Sector Equality Duty**. This Equality Duty has two **specific types of duties – General and Specific**.

### **General Duty –**

This is an overarching legal requirement to consider how policies, practises and day to day activities impact on pupils and staff. Schools must have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

### **Specific Duties**

The two “specific duties” require us to:

- Publish information to show compliance with the Equality Duty. Updated annually.
- Publish Equality Objectives at least every 4 years which are specific and measurable

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **Equality Vision Statement:**

*Our Equality Vision is based on the principles above and that every pupil is entitled to success and that St John’s will challenge all pupils to succeed.*

- We are committed to high quality education, valuing diversity and the improvement of life chances for all
- We aim to ensure that the whole school community will feel equally welcomed, valued, accepted and challenged in their learning
- We recognise that our children and their families come from diverse backgrounds and that families have needs and values that arise from their social and economic, ethnic and cultural or religious backgrounds
- We recognise that some children have needs that arise from disability or impairment or may have parents that are affected by disability or impairment

We aim to:

- Create a secure, safe and accessible learning environment where all our children, including in particular those with protected characteristics as defined by the Equality Act, have access to a quality provision, feel valued and confident, and in consequence are more likely to flourish. and make the best progress possible
- Create an enriching curriculum where all our children, including, in particular, those with protected characteristics as defined by the Equality Act, have access to and contribute to a quality provision, feeling valued, and in consequence are more likely to flourish and make the best progress possible
- Include and value the contribution of all families to our understanding of equality and diversity

- Create an environment which models positive non-stereotyping about gender roles and diverse family structures, diverse ethnic and cultural groups and disabled people
- Make inclusion a thread that runs through all of the activities of the school community and foster good relations between all

### **Our Equality Targets for 2024-2025**

1. To ensure that children entitled to Free School Meals make at least the same progress as those that do not
2. To enable all children with English as an additional language to make good progress in all areas of the curriculum
3. Commit to eliminate discrimination on the grounds of age, disability, gender, marital status, sexual orientation, race, skin colour, nationality, ethnic or national origin or any other grounds which cannot be justified.

Our targets are formed as a school instilling high expectations for all and creating a learning environment that embraces equality.

### **Published Statement**

St John's is committed to high expectations for all and to embracing equality. If you feel we have not lived up to our commitment, please contact the Headteacher in confidence. Any suggestions as to how we can continue to make progress will be warmly welcomed.