



EQUALITY INFORMATION AND OBJECTIVES

2025 - 2029

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Author (name & job title):		Michelle Wiggins Headteacher	
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The Public Sector Equality Duty requires our school to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender

There are also 2 other protected characteristics that schools do not have a direct duty:

- Age
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. (General Duties are the things that schools aim to achieve.)

The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

Much of the information and analysis will relate to the school improvement plan, evaluations and pupil data – we intend to use the information to improve education for all groups in the school.

We want to make sure we know which pupils are doing well and less well so we can plan and improve. A lot of this information is already being used by the school to develop the school and improve what we are doing.

We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find published in this document.

This information is meant to be clear and simple. If you have any problem accessing the information presented in this document and can think of a way that we can make the information clearer, please let us know.

St. Peter's Equality Objectives 1:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Objective Statement	'By' Date
To provide annual training for all staff on equality, unconscious bias, and inclusive teaching strategies, aiming for 100% participation and positive feedback scores (above 80%) in post-training evaluations.	Annually
How we will achieve this...	
Deliver annual equality, diversity and inclusion (EDI) training for all staff, including unconscious bias and anti-discrimination training.	
Provide role-specific training (e.g. for safeguarding leads, curriculum leads, pastoral staff) to embed equality principles in different areas of school life.	
Include equality awareness in induction training for all new staff.	
Use staff surveys to evaluate confidence and understanding, and tailor training accordingly.	

St. Peter's Equality Objectives 2:

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Objective Statement	'By' Date
To narrow the attainment gap between disadvantaged pupils (including those eligible for Pupil Premium, SEND, and EAL) and their peers in core subjects by at least 10% over the next three academic years.	July 2028
How we will achieve this...	
Targeted intervention programs for underachieving pupils, including tuition, mentoring, and homework support.	
Data tracking systems will be used to regularly monitor the progress of disadvantaged pupils and identify areas needing support.	
Professional development for staff to ensure they use evidence-based strategies for inclusive teaching and differentiation.	
Parental engagement initiatives, including workshops and regular communication, to strengthen home-school partnerships.	

Use of the Pupil Premium and SEND funding to support academic and wellbeing needs through tailored support packages.

St. Peter's Equality Objectives 3:

Foster good relations between people who share a protected characteristic and those who do not.

Objective Statement

'By' Date

To review and update the curriculum to ensure it further reflects and promotes diversity (e.g. race, gender, religion, disability, and LGBTQ+ identities) ensuring every subject includes inclusive content and voices.

July 2027

How we will achieve this...

Conduct a curriculum audit to assess how diversity is currently represented in all subjects.

Develop a curriculum enhancement plan to embed inclusive texts, case studies, and examples that reflect a broad range of identities and cultures.

Involve student voice through focus groups or school councils to gather feedback on inclusivity in lessons and materials.

Organize theme days/weeks (e.g. Black History Month, Pride Month, Disability Awareness) that promote understanding and celebration of diversity.

Share and celebrate best practice among teaching staff through regular CPD sessions and resource sharing.