



The
Pope Francis Catholic
Multi Academy Company

EQUALITY INFORMATION AND OBJECTIVES STATEMENT

POLICY INFORMATION SHEET	
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.

APPENDIX A: SCHOOL EQUALITY OBJECTIVES



Equality Objectives

Greyfriars Catholic School February 2024			
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)
<p>Reducing Disadvantage: Implement targeted interventions and support mechanisms to address barriers to learning and achievement faced by students from disadvantaged backgrounds. This involves providing additional resources, such as mentoring programs, access to extracurricular activities, and financial assistance for educational resources, to level the playing field and ensure that all students have equal opportunities to succeed academically and personally, regardless of their socio-economic circumstances.</p>	<p>These objectives align with the values of knowledge, care, and ambition, as well as the Catholic principles of dignity, service, and community, by emphasising inclusivity, compassion, and the pursuit of excellence for all members of the school community.</p>	<p>To achieve this, we will ensure we provide a focus to all our CPD, titled removing barriers, so we can look at what the challenges are and how we can overcome these.</p>	<p>Progress we have made - worked with Claire Pike and OCC SEND team on restorative conversations, whilst also upholding our high expectations and standards established through reflection and training from Tom Bennett (Behaviour Tsar). PP statement shows use of PP money is invested in evidence informed practice.</p>
<p>Discrimination and Diversifying Curriculum Offer: Promote diversity and inclusion within the school curriculum by regularly reviewing and updating the content to reflect the rich tapestry of cultures, histories, and perspectives present in our global community. This includes actively seeking out and incorporating diverse voices, narratives, and contributions across all subject areas, ensuring that students from all backgrounds see themselves represented and celebrated in their learning experiences.</p>	<p>These objectives align with the values of knowledge, care, and ambition, as well as the Catholic principles of dignity, service, and community, by emphasising inclusivity, compassion, and the pursuit of excellence for all members of the school community.</p>	<p>To achieve this, we will ensure we work with subject leaders to review the curriculum offer so it reflects the diversity of Greyfriars.</p>	<p>Progress we have made-- Taken on actions cited by Kate Reynold's in her review of equality. Worked in collaboration with Equaliteach, a national programme to promote equality in schools, and followed their training for students and staff.</p>
<p>SEND (Special Educational Needs and Disabilities): Ensure that every student, regardless of their abilities or disabilities, receives tailored support and resources to enable them to fully participate in all aspects of school life and to achieve their academic and personal potential. This includes knowing their needs well, prioritising quality teaching and fostering an inclusive environment where all students feel valued and supported.</p>	<p>These objectives align with the values of knowledge, care, and ambition, as well as the Catholic principles of dignity, service, and community, by emphasising inclusivity, compassion, and the pursuit of excellence for all members of the school community.</p>	<p>To achieve this, we will ensure we provide a focus to all our CPD, titled removing barriers, so we can look at what the challenges are and how we can overcome these.</p>	<p>Progress we have made -- We have increased the capacity of the SEND team by introducing a Deputy SENCO and an Inclusion Lead. This additional capacity is helping us introduce ways of supporting students with SEND. We have also had a range of whole school CPD on removing barriers for students with SEND.</p>

