

# Equality Objectives

The Public Sector Equality Duty (PSED) requires all schools to publish specific and measurable equality objectives, to be updated at least every four years.

Equality objectives may relate to any of the 3 aims of the public sector equality duty which are:

- Eliminating discrimination and other conduct prohibited by the Equality Act.
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
- Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not.

The church is quite clear about the importance of equality in church schools.

*‘Church of England schools have at their heart a belief that **all children are loved by God, are individually unique and that the school has a mission to help each pupil to fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually.** Our aim is that all may flourish and have an abundant life. Schools have a duty to try to remove any factor that might represent a hindrance to a child’s fulfilment. We want all pupils to willingly engage in learning in a safe and welcoming environment. Schools should ensure that their Christian ethos statement offers an inclusive vision for education. This includes affording pupils a sense of their own dignity and a vision of the innate dignity of all humankind. Inclusivity and hospitality should be hallmarks of Church of England schools: every child should be revered and respected as a member of a community where all are known and loved by God.’* (Valuing All God’s Children Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying Second Edition (Updated Summer 2019))

We believe our Equality objectives ratified by governors on 30<sup>th</sup> September 2021 will enable us to further support pupils, raise standards and ensure inclusive teaching.

Objective 1: To ensure that all staff and governors have up to date training in Equality and Diversity.

Objective 2: To ensure that the curriculum promotes and encourages a respectfulness for difference, diversity and ways of living.

Objective 3: To ensure an ethos of respectfulness for the protected characteristics as defined by law.

Objective 4: To raise awareness of bullying in all its forms.

Objective 5: To ensure that all pupils engage in all aspects of learning and school life and experience *‘the abundant life that Jesus offers.’* (Church of England Vision for Education Deeply Christian, Serving the Common Good (2016))

# Useful documents

The Equality Act 2010:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

Our Equality policy (2021):

<https://www.stalphege.solihull.sch.uk/wp-content/uploads/2021/04/EqualOpportunitiesPolicy.pdf>