



EQUALITY INFORMATION AND OBJECTIVES

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Policy Statement

St Anthony's School is committed to ensuring equality of opportunity for all members of our school community, regardless of race, gender, disability, religion or belief, sexual orientation, age, or socio-economic background. We aim to build an inclusive culture where everyone feels proud of their identity and fully participates in school life.

This policy sets out our Equality Objectives in line with the Equality Act 2010 and the Public Sector Equality Duty (PSED), supporting our ongoing commitment to eliminate discrimination, advance opportunity, and foster positive relationships.

2. Rationale

Equality at St Anthony's is not about treating everyone the same but about understanding and removing barriers that could lead to unequal outcomes. We value the diverse strengths of all members of our school community, including pupils, staff, governors, parents/carers, multi-agency professionals, visitors, and student placements.

Our school motto, 'Learning Together,' underpins five core aims that shape our ethos and promote equality for all.

Our five aims are to create:

- A school where every individual is valued and supported to grow through personal change.
- A personalised curriculum enabling each child to fulfil their full potential.
- Positive relationships that foster patience, trust, and compassion.
- A 'can-do' attitude and positive learning environment.
- Lifelong learning habits and adaptability through essential skills and confidence.

3. Legal Framework and Introduction

This policy reflects the school's approach to promoting equality as required by the Equality Act 2010 and Public Sector Equality Duty (2011). We are committed to ensuring that no one experiences discrimination due to any of the protected characteristics: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity. Although age is a protected characteristic in employment, schools may use age to group pupils appropriately.

The school has a legal duty to:

- Eliminate discrimination and prohibited conduct
- Advance equality of opportunity
- Foster good relationships

In our special school context, admissions procedures are tailored to ensure fairness while meeting complex learning needs. West Sussex guidance on racist incident reporting is followed and summarised annually.

4. School Context

St Anthony's School supports pupils with a broad range of moderate to complex learning needs. All pupils have EHCPs, and many face additional challenges such as limited mobility, language barriers, or economic disadvantage. We use interpreters where needed, provide tailored support through pupil premium funding, and uphold a strong ethos of respect and inclusion across all cultural, linguistic, and religious backgrounds.

5. Ethos and Atmosphere

St Anthony's School fosters an inclusive and respectful environment. We promote mutual respect, challenge all forms of discrimination, and celebrate diversity through assemblies, displays, and curriculum content. Our school encourages all pupils to welcome visitors, respect each other, and participate positively in school life.

6. Partnerships with Parents/Carers and Community

We work in partnership with families, West Sussex County Council, and our wider community to promote inclusion and tackle discrimination. We encourage full parental engagement in school life and aim to involve all stakeholders in reviewing policies and practices. Annual updates and accessible translations are made available where necessary.

7. What We Mean by Equality

Equality means providing fairness and equal opportunity while acknowledging that everyone's needs are different. We are committed to tackling all forms of unfair or unlawful discrimination based on characteristics such as age, class, disability, ethnicity, gender identity, marital status, race, religion, sex, or sexual orientation.

8. Tackling Discrimination and Promoting Inclusion

We actively challenge discriminatory behaviours and stereotypes through staff training, open discussion, and policy enforcement. All members of our school are encouraged to take personal responsibility, model respectful behaviour, and create a culture where fairness and dignity are foundational values.

9. Monitoring and Evaluation

We monitor the impact of our equality policies on pupil achievement, wellbeing, and staff development. Data collection includes analysis of attainment gaps, exclusions, bullying reports, and community feedback. Findings guide our school improvement planning and resource allocation.

10. Equality Objectives 2025–2028

Our Equality Objectives set measurable targets to ensure that St Anthony's continues to eliminate discrimination, advance equality of opportunity, and foster good relations across the school community. These objectives are monitored annually and formally reviewed every four years in line with statutory guidance.

Objective	Affected Groups	How Measured	Actions & Impact
Ensure all students have a voice and are able to express themselves with confidence.	Pupils with disabilities or communication difficulties	Use of AAC strategies; feedback from pupil voice activities; Speech and Language Therapy reports	Whole-school communication strategy; close collaboration with Speech & Language Therapy; increased student participation.
Improve attendance across all groups, particularly pupils with SEMH or health needs.	Pupils with SEMH, disabilities, or medical needs	Attendance data; parental feedback; termly attendance reports	Targeted attendance plans; clear communication of expectations with parents; supportive interventions.
Promote inclusion, wellbeing and engagement of staff on maternity leave or with health conditions.	Pregnant staff and those on maternity leave	Completion of risk assessments; staff surveys; participation in KIT days	Regular risk assessments; KIT day invitations; sharing of job opportunities; improved staff wellbeing.

Increase engagement of EAL families in school life and decision-making.	Parents/carers with English as an Additional Language	Parental engagement surveys; attendance at meetings; uptake of interpreter services	Interpreters at meetings; translated letters; improved inclusion of EAL families.
Narrow the attainment gap between disadvantaged pupils and peers.	Pupil Premium and disadvantaged pupils	Progress data; annual reviews; Pupil Premium evaluations	Targeted interventions; pupil premium allocation; improved attainment outcomes.
Ensure all pupils access a broad, balanced and inclusive curriculum tailored to their needs.	All pupils	Curriculum audits; pupil progress reviews; SEN reviews	Inclusive timetables; adapted interventions; equality in curriculum access.
Promote spiritual, moral, social and cultural (SMSC) development across the curriculum.	All pupils	Curriculum planning records; assembly logs; pupil feedback	Inclusive assemblies; diverse curriculum content; pupils developing respect and tolerance.
Ensure all children feel valued, respected and represented in school life.	All pupils	Pupil surveys; Student Council feedback; annual review participation	Active Student Council; opportunities to contribute to reviews; strengthened sense of belonging.

Legal Frameworks

This policy is underpinned by and complies with the following statutory and advisory frameworks:

- Equality Act 2010 (as amended), including the Public Sector Equality Duty (PSED)
- SEND Code of Practice: 0–25 years (DfE, updated 2024)
- Children and Families Act 2014
- Keeping Children Safe in Education (KCSIE 2025)
- Ofsted Education Inspection Framework (current for 2025)
- Department for Education statutory guidance: 'The Equality Act 2010 and Schools' (2014)

- Human Rights Act 1998
- United Nations Convention on the Rights of the Child (UNCRC)
- Recent case law and statutory guidance concerning SEND pupils' rights and reasonable adjustments

These frameworks provide the foundation for our duty to eliminate discrimination, advance equality of opportunity, and foster good relations across the school community.

Appendix A: Compliance Checklist

This checklist summarises how St Anthony's School meets the legal duties set out in the Equality Act 2010, the Public Sector Equality Duty, and related frameworks. It serves as evidence for governors, Ofsted inspectors, and other stakeholders.

Framework	Duty / Requirement	How We Comply
Equality Act 2010	Eliminate discrimination, harassment, and victimisation	Robust anti-bullying and behaviour policies; staff training; monitoring of incidents and reporting procedures.
Public Sector Equality Duty (2011)	Advance equality of opportunity between people who share a protected characteristic and those who do not	Equality objectives set and reviewed; targeted support for disadvantaged groups; data monitoring of attainment gaps.
Public Sector Equality Duty (2011)	Foster good relations between different groups	Inclusive curriculum and assemblies; community partnerships; promotion of SMSC and British Values.
SEND Code of Practice (2015)	Make reasonable adjustments and provide support for pupils with SEND	Individualised EHCP targets; inclusive teaching strategies; access to specialist staff and therapies.
Keeping Children Safe in Education (KCSIE 2025)	Safeguard and promote the welfare of all pupils	Safeguarding training for all staff; Designated Safeguarding Leads in place; policies reviewed annually.
Ofsted Education Inspection Framework (EIF)	Evaluate the impact of leadership and teaching on pupils' personal development, behaviour, and attitudes	Curriculum planning includes equality and diversity; pupil voice collected; governors monitor equality impact.
Human Rights Act 1998 / UNCRC	Respect and protect children's fundamental rights and freedoms	Embedding children's rights in school ethos; promoting participation and respect; involving pupils in decision-making.