

## **Equality Objectives**

**The Single Equality Scheme takes into consideration the ‘General’ and ‘Specific’ statutory duties in promoting equality across the full range of protected characteristics, as outlined in the Equality Act 2010, namely:**

Sex

Race

Disability

Sexual

Orientation

Religion or Belief

Gender Reassignment

Pregnancy or Maternity

The school considers age as a relevant characteristic in its role as employer, but not in relation to pupils

### **The General Duty**

The school recognises its ‘General Duty’ to:

- Eliminate 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

### **The Specific Duties**

Publish information showing that the school has complied with the General Duty (annually)

Publish evidence of the equality analysis undertaken (annually)

Publish details of engagement undertaken with those with an interest in furthering the aims of the General Duty and the engagement it undertook in developing their Equality Objectives

To prepare and publish one or more specific and measurable equality objectives at least every four years

At St Francis, equality issues are at the heart of everything we do. They are fundamental in the way we plan, prepare and deliver our curriculum. We work closely

with all members of the school community as well as specialist services to continually develop our inclusive practice.

We have identified 2 objectives that we aim to achieve by the end of September 2026

- *To continually monitor and analyse the progress and attainment of pupils within the protected characteristics; race, gender and disability and act where trends are identified*
- *To promote the schools role in community togetherness; monitor the level of parental engagement across our school community in areas of learning and in ensuring equality and accessibility at all times.*