

Single Equality & Community Cohesion Policy

A Development Framework for Schools

St John Fisher RC Primary



MISSION STATEMENT

**Love Jesus, love learning,
Inspiring each other to be the best that we can be.**

2025 – 2027

Date agreed: September 2025

Date for review: September 2027

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1. Foreword

Rochdale MBC aims to be recognised as a leader of diversity and equality in its work and as an example of good practice in the delivery of services and employment. This Single Equality and Community Cohesion Policy for Rochdale's schools reflects this ambition and outlines the activities which will deliver this.

Equality of opportunity and social inclusion issues will ensure that all school communities can truly benefit from and contribute to the improvements we are making, which will bring long-term and positive benefits for Rochdale Borough. Therefore, the school's Single Equality and Community Cohesion Policy will require ownership by Governors, senior leaders, all staff, the school community and the pupils in order to succeed.

This policy serves essentially two purposes:

1. To set out a school's overall commitment to equality and community cohesion in one central document for past, present and prospective pupils. The Policy therefore contains the school's approach to all relevant protected characteristics of: **Disability, Gender, Gender reassignment, Pregnancy and maternity, Race, Religion or Belief, Sexual orientation;** and

2. How the school will manage, plan and include its Single Equality and Community Cohesion Policy within its day to day work.

Schools also have obligations as employers and a service provider against the protected characteristics of Age and Marriage and Civil partnerships. These obligations are not covered in this framework as this policy is concerned with a school's obligations to its pupils (mainly present and prospective pupils and where relevant former pupils and staff). Separate policy guidance covering recruitment and employment is available from Schools Personnel team and the Local Authority.

This Single Equality and Community Cohesion Policy will help schools ensure that they focus more on the outcomes that matter to pupils, community and people who use their services; and that their services are more accessible and delivered effectively. This policy provides a framework for the school to **eliminate prohibited conduct, advance equality of opportunity and foster good relations** in a proactive way.

The Single Equality and Community Cohesion Policy is based on the Equality Act 2010. Much of what is required of schools is already being carried out by them. The main new provisions in the Equality Act 2010 are:

- New disability discrimination provisions (direct disability discrimination, indirect disability discrimination and discrimination arising from disability)
- New protected characteristics
- New positive action provisions

Schools also have a "specific duty" to publish information around their equality objectives in an accessible manner.

Finally, as schools are already aware, avoiding discrimination and promoting equality supports the agenda of improving attainment and progression for all pupils. Good education and skills are crucial for opening up opportunities and increasing the chance of a successful life. Furthermore, Equality and Community Cohesion is an important part of OFSTED inspections through the Quality of Teaching judgement (Spiritual Moral Social & Cultural element) and need to be considered at all time.

2. Introduction

There were a number of statutory duties that the school was required to meet prior to the Equality Act 2010. As such, with the implementation of this act and the harmonisation of previous legislation, this policy will refer to the Equality Act 2010 and its various provisions as the legislative framework through which this Single Equality and Community Cohesion Policy will operate.

In the development of this Single Equality and Community Cohesion Policy St John Fisher RC Primary School has moved from a focus on an individual response to an approach that builds on **disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation** considerations from the start and at every level of the school, at strategic, policy, management and classroom level. We will demonstrate what we have done and what we plan to do to improve opportunities and outcomes for pupils, staff, parents and other users of the school. This policy will be monitored and delivered through the governors' role, School Improvement and Self Evaluation process.

We will ensure that every pupil irrespective of the protected characteristics is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential. We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering in the school include as much as possible a balanced representation of the local and wider community. We believe that this will provide good role models for pupils from all backgrounds.

This Single Equality and Community Cohesion Policy will be linked to a joint action plan which sets out how we intend to implement the policy over the next three years.

St John Fisher RC Primary School sees this Single Equality and Community Cohesion Policy as a living document and we will continuously review the action plan in consultation with pupils, staff, parents, carers, governors and all other stakeholders where possible. We believe they need to be involved from the very start and their involvement will inform the preparation, development, publication, review and reporting of the policy and action plan to ensure that we meet the needs of people from different backgrounds.

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At **St John Fisher RC Primary School** we seek to value everyone, and our school is committed to equality in practice.

We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation) and people who do not share it;

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

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat each other with respect;
- Great effort is made so that all groups of pupils make good progress, and so that employment practice is also fair;
- St John Fisher RC Primary School is a school committed to producing good citizens – locally, nationally and globally.

3. Local and School context

Population:

Rochdale Borough population on Census day 2011 was estimated to be 211,699; 49% Male and 51% Female.

- The breakdown of age population is; 21% are under 16, 64% are between the ages of 16 and 64, and 15% are 65 & over. There are 136,100 residents of work age population (16 to 64).
- Older people aged 65 & over represent 30,816 of the Borough's population; 3,800 are aged 85 & over and 1,200 are aged 90 & over.
- There are 87,552 households across Rochdale Borough and 7,931 are occupied by lone parent households with dependent children. Pensioners make up 5,671 households, representing 6.5% of all households in Rochdale.
- 5,311 households are occupied with no adults in employment with dependent children.
- There are 26,609 households with one or more person with a limiting long-term illness (30.4%)

Ethnicity, Identity, Language & Religion:

- The ethnic breakdown of the Borough currently has a majority of 78.6% White British, with the second largest population being Asian or Asian British Pakistani, representing 10.5%.
- Rochdale has the second largest population of Kashmiri residents across England & Wales, occupying 1,658 residents, with Luton UA being the largest.
- 5% of residents do not identify with having any UK national identity, this compares to 8% in England & Wales.
- Rochdale has 3,402 households (3.9%) where no people in the household have English as a main language, similar to Oldham (4.5%) and Bolton (4.6%).
- The largest groups for Religion in Rochdale are 60.6% Christianity, 13.9% Muslim and 18.9% reporting no religion.

Health:

- 2% of Rochdale residents categorised their health as 'very bad', which is greater than regional and national comparators.
- There are 44,359 residents reporting a long-term health problem or disability and 23,981 are of working age (16 to 64).
- 10.7% of residents reported their day-to-day activities as being 'limited a lot' (22,630 residents).
- 23,260 carers across Rochdale provide unpaid care, with 6,105 providing 50 or more hours per week.

Education & Qualifications:

- 56% of pupils achieved a good level of development at the end of the early years' foundation stage (age 5).
- In 2012, 77% of pupils left Primary School attaining national standards (Level 4 & above in English and maths).
- 52% of pupils achieved 5+A*-C including English and maths in 2012 when leaving secondary school.
- Over 31% of the Borough's population aged 16-74 years reported Level 3 or Level 4/5 qualifications, which is an 11% improvement from the previous Census in 2001 (Census 2011).

Labour Market & Out of Work Benefits

- From the population aged 16 to 74, the 2011 Census reported 101,003 residents economically active and 51,739 economically inactive. There are 9,334 unemployed people and from that number 1,614 have never worked.

- In 2012, 62.5% of the Work Age Population (WAP) was in employment, fewer than local (68.8%) and national (70.7%) comparators, although greater proportion of economically inactive residents 'wants a job'.
- There were 7,368 JSA claimants in April 2013; twice the number of males compared to females. This figure represents 5.2% of WAP for Rochdale, compared to 4.2% regionally and 3.7% nationally.
- There are 27,740 total benefits claimants in Rochdale Borough (Nov 2012), representing 20.4% of WAP. ESA and incapacity benefits have the largest number of claimants (13,030).

*** Figures based on snapshot data obtained from 2011 Census**

School Context:

St John Fisher RC Primary School is a voluntary aided school which serves the parish of St Agnes and St John Fisher Church within the Salford Diocese. The school exists so that parents may have their children educated to their full potential irrespective of background and ability within the distinctiveness of a Roman Catholic School. The school's current population is 68% Roman Catholic. This is a truly comprehensive primary school and draws children from a wide range of social and ethnic backgrounds. At St John Fisher RC Primary School we seek to promote the growth towards wholeness of all those who share its life, a wholeness which comes through free response to God, who has called each person into being, and by whom all are loved and sustained. The school works closely with the parents, the parish and the Rochdale Emmaus Federation to support children, parents and staff on their faith journey. Everything we do is based on the school's mission statement: **Love Jesus, love learning, inspiring each other to be the best that we can be.** We are living the gospel as true witnesses to Christ's teaching.

The percentage of pupils eligible for FSM and therefore the Pupil Premium has shown a significant increase though this is in line with the increase nationally and is likely to be due to the changes in the formula used to calculate this measure. The percentage of pupils with SEN Support is just slightly above national, whilst the percentage of pupils supported through EHCP remains above the national. The school's stability factor remains above national which is likely to be an indicator of the confidence of the community in the quality of provision available at the school.

Our Ethos

This is a place where:

- Learning is fun;
- Children are prepared for their future;
- All efforts are acknowledged and celebrated;
- Everyone is valued and respected as an individual;
- We will educate our children about equality and diversity and where we pledge to meet the needs of all our individuals;
- Everyone is encouraged to be part of and contribute to the community; and
- Encourage everyone to make healthy life choices.

Cohort as of September 2022

School Context Overall Current Year 2024-2025	
Number on roll	213
% Girls/Boys	52.5%/47.4%
% Disadvantaged (Pupil Premium)	25.3% (54)
% Child in need, Early Help Assessment, Child Protection	4.2% (9)
% Cared for children	0% (0)
% from Minority Ethnic Groups	12.3% (26)
% EAL	14.5% (31)
% of pupils DSEN (Disabled and those who have special educational needs)	15.9% (34)
% Another	---

Year	Number on roll	% Boy/Girl	% Pupil Premium		% DSEN	% EAL	Number of Cared for children	MOBILITY Leavers	MOBILITY Joiners	Other:
Rec	30	47%/53% 14/16	16.6% (5)	0% (0)	6.6% (2)	13.3% (4)	--	--	--	--

Y1	31	45%/54.8% 14/17	10% (3)	0%	16.6% (5)	17.8% (5)	--	2	3	--
Y2	30	56.6%/43.3% 17/13	36.6% (11)	0% (0)	22.2% (6)	10.7% (3)	--	3	9	--
Y3	30	40%/60% 12/18	27.5% (8)	0% (0)	10.3% (3)	20% (6)	--	3	5	--
Y4	32	34%/66% 11/21	31.2% (10)	0% (0)	12.5% (4)	18.7% (6)	-	-	-	-
Y5	31	58%/42% 18/13	29% (9)	0% (0)	19.3% (6)	6.4% (2)	-	2	2	-
Y6	29	55%/45% 16/13	26.6% (8)	0% (0)	26.6% (8)	16.6% (5)	0	1	-	-

Staff members as of September 2025

Male	Female	Disabled	Maternity	Pregnant	White British	Race
2	27	0	0	0	28	1

Governing Body as of September 2025

Male	Female	Disabled	Maternity	Pregnant	White British	Race
3	9	0	0	0	11	1

Structure of our Single Equality and Community Cohesion Policy

This policy document is designed to give a background to St John Fisher RC Primary School in respect of the protected characteristics in both education and service provision.

Recruitment and employment issues with regard to staff may be referenced but these will be covered in more detail under separate policy.

Therefore, we have set out below:

- The definitions in respect of each of the protected equality characteristics
- Our commitment for each of the protected equality characteristics
- Our headline achievements, aims and objectives for each of the protected equality characteristics

We have then set out our key approaches and tools to help us achieve these aims including:

- Our consultation and involvement strategy
- Our commitment to Equality Impact Assessments
- Our accountability processes for the policy
- Our commitment to publication and public access
- Our monitoring and review processes

12. Specific Equality Areas

Disability

What do we mean by Disability Equality?

We recognise that a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their disability.

This Single Equality and Community Cohesion Policy incorporates our commitment and actions on disability equality. It demonstrates our commitment to addressing disability equality in our decision making and the delivery of education.

We are committed to promoting equality of opportunity for disabled pupils, staff and other users of our services so they can have equal access to all our school and its services. This policy is a statement of our commitment and shows clearly how we will work over the next three years to achieve our goal.

We will continue to review our policies, practices and procedures so that they do not adversely affect anyone because of their disability. By also building this into our curriculum, working and procurement processes we will expect others to do the same.

Our achievements

- School is a single storey building offering good access.
- Disabled toilet facilities are available in school for adults and children.
- Disabled access by way of ramp at front entrance.
- Disabled changing facilities and changing bed available.

Our Aims and objectives

We have identified a number of specific actions designed to promote positive attitudes towards disabled people. We have committed to:

- Reviewing marketing and communication to ensure that positive images of disabled people and their abilities are used in our promotional material and publications;
- Any further curriculum based activities to raise awareness and improve understanding of disability issues amongst pupils and staff.
- If a child needs assistive technology we apply to the authority for an assessment.
- We have children with hearing impairments and always ensure that equipment, e.g. sound fields are moved and used appropriately.
- Any disabled pupils will have full access to all trips, including Robinwood.
- Any auxiliary aids that are required are purchased to ensure disabled pupils have fair access to lessons.
- Any strategies to attract or assist disabled people to be represented on a range of partnership bodies, including Governing bodies, senior management team etc.
- There are equal opportunities for disabled employees.

Gender

St John Fisher RC Primary School is not a single sex school.

What do we mean by Gender Equality?

We recognise that a person's gender refers to the fact that they are male or female. In relation to a group of people, it refers to either men or women or to boys or girls.

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their gender.

We recognise that stereotypes exist for both genders and some can lose opportunities because of these stereotypes and welcome the requirements of the Equality Act 2010 with specific provision for Gender Equality and we will give due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of gender, including domestic violence, sexual violence, bullying and exploitation.
- Promote equality of opportunity between women and men in all of our functions.

Our achievements

- All aspects of school in terms of curricular access open to all students.
- Gender issues are analysed each year when looking at results.
- Gender issues are looked at in pupil progress meetings.
- In the school council there is a mix of boys and girls.

Other points related to staff – to consider if necessary

- The school works closely with the authority and within the authority guidelines for with regards to pay and grading.
- Flexibility for staff re part time working.
- Parental Leave for parents of children under 5 years old (18 if disabled).

Our Aims and objectives

We have identified a number of specific actions designed to promote positive attitudes towards disabled people. We have committed to:

In relation to Gender Equality we have committed to:

- Recruitment – guaranteeing that all fair recruitment procedures are followed in relation to any advertised posts

Gender Reassignment

What do we mean by gender reassignment?

We recognise that a person may express their gender in a way that differs from or is inconsistent with the physical gender that they were born with.

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because they propose to undergo, are undergoing or have undergone gender reassignment.

We understand gender reassignment does not necessarily require a medical process to be undertaken and that a person will be protected because of gender reassignment if they:

- Make their intention known to someone at the school
- Start to behave or dress according to the gender they identify with
- Undergo treatment such as surgery or hormone therapy
- Have already received gender recognition under the gender recognition act 2004

The school will also respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within its school community.

Our achievements

There is a specific prohibition contained within the Equality Act 2010 which prohibits discrimination of staff who are absent from employment as a result of gender reassignment.

Our aims and objectives:

- To respect the confidentiality of those seeking gender reassignment and to provide a supportive environment within our school community.

Pregnancy and maternity

What do we mean by pregnancy and maternity?

Treating a woman (or a female pupil of any age) less favourably because she is or has been pregnant, has given birth in the last 26 weeks or is breastfeeding a baby who is 26 weeks or younger.

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their pregnancy or maternity.

We will also seek to make arrangements for female pupils or staff to ensure that they are not treated less favourably because they are pregnant or breastfeeding.

We will not discriminate against pupils or staff in absences related to pregnancy and maternity.

School supports and fully complies with Rochdale Teachers' Maternity Scheme and the Rochdale Teachers' Adoption Scheme. These same principles are also afforded to support staff.

Our achievements

- Comprehensive risk assessments carried out regularly for staff or students who are pregnant and on their return to work.

Our aims and objectives

- To continue to seek ways in which to eliminate prohibited conduct, advance equality of opportunity and foster good relations.
- Any person including visitors who wish to breast feed must be given a quiet area to do so.
- Staff are able to return to work for 10 KIT (keeping in touch days) days before their official return date.
- Any returning teacher who is still breast feeding must be made provision for.
- Any parent or visitor who needs to breast feed in school will be given a private place to do so.

Race

What do we mean by Race Equality?

The school adopts the definition of Race as outlined in the Equality Act 2010 as one of the protected characteristics which refer to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We recognise that race discrimination, harassment and victimisation may be experienced by all in a number of ways, including day-to-day interaction with fellow pupils, staff and visitors.

The School also recognises that Black, Asian and Minority Ethnic pupils and staff may experience discrimination on the basis of race, colour, nationality and ethnic origin. This discrimination can manifest itself in all areas of their lives and can have serious consequences in terms of damaging people emotionally and physically and limiting life choices and opportunities.

The school and governing body does not tolerate any form of race discrimination which it recognises is unacceptable, discriminatory and unlawful, and is proactive in ensuring that people whatever their race, are treated fairly. This commitment is consistent with the significant progress that the school has already made in this area.

We will comply with the requirements of the Equality Act 2010 with regard to Race Equality.

Our achievements

- All recruitment follows the LA fair recruitment and selection process. Recruitment monitoring takes place termly and all information is sent to the local authority for collective monitoring purposes.
- Children of parents seeking asylum are given immediate assistance from the LA's asylum team. Immediate support is given in the form of uniform, shoes, coats etc. Support is also sought from the ethnic minority achievement team at the LA to assist the children and parents settle quickly into school life and provide strategies to overcome any language barriers.
- We report any racist incidents on a termly basis. This is usually a nil return.
- We have links with another school in Rochdale which is very different to St John Fisher RC Primary School.
- The children visit another school in Rochdale which is very different from St John Fisher RC Primary School.
- We track the children in school from ethnic minority backgrounds and these children make the same amount of progress.

Our aims and objectives

- To continue to monitor and promote equality through recruitment and retention.
- Tackling unlawful discrimination by:
 - Keeping accurate records of all ethnic groups, their backgrounds and needs and how the school responds to them.
 - Dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, and notify complainants of the outcomes and action taken.
 - Encouraging dialogue between pupils of different racial groups.
- Prevent racial discrimination, and to promote equality of opportunity and good relations between members of different racial, and ethnic cultural groups.
- To work in partnership with different racial groups to:
 - Promote the active participation of different communities in shaping the future of school.
 - Ensure that school staff (both permanent and temporary), pupils and their families as well as our partners and the wider community fully understand the principles of good race relations.
 - Expand access across all communities and in all areas of school activity.

- To promote activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture of all your pupils and their families.
- Encouraging pupils and their families of all ethnic groups to participate fully in all aspects of school life.
- Countering myths and misinformation that may undermine good community relations.

Religion or Belief

What do we mean by Religion or Belief equality?

A Religion or belief refers to a religious and/or philosophical belief including lack of belief (e.g. Atheism). A religion must be identifiable and have a clear structure or belief system. A belief need not include faith or worship of a god or gods, but must affect how a person lives their lives or perceives the world (e.g. Humanism)

Our commitment

St John Fisher RC Primary School is a Roman Catholic school and therefore this provision does apply as the school has a specific religious character.

Sexual Orientation

What do we mean by sexual orientation equality?

The school uses the definition as outlined in legislation as sexual orientation meaning a person's sexual orientation towards:

- persons of the same sex
- persons of the opposite sex, or
- persons of either sex

The school extends the definition of this protected characteristic of sexual orientation to include:

- references to a person who is of a particular sexual orientation, or
- references to persons who share the same sexual orientation

Our commitment

St John Fisher RC Primary School is committed to promoting an ethos that safeguards the dignity and well being of everyone and encourages practices that take into account the rights of individuals to be treated with dignity and respect. We will not tolerate any form of discrimination, harassment and victimisation directed at anyone because of their sexual orientation.

The School will combat discrimination faced by lesbians, gay, bisexual and transgender (LGBT) people. We want to ensure equality of opportunity for LGBT people across our curriculum provision, services and employment.

We will respect the rights of individuals to be open about their sexual orientation, tackle homophobia, challenge stereotyping and improve knowledge about LGBT communities, both internally and to the community as a whole.

The school recognises the need to protect pupils and staff from unlawful discrimination and harassment on grounds of sexual orientation as required by the Equality Act (Sexual Orientation). We are committed to taking a pro-active approach to preventing all forms of homophobia within the school and will assess the impacts of our policies, functions and

procedures on promoting sexual orientation equality as part of our Equality Impact Assessment processes.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority Guidance and notify complainants of the outcome and actions taken.

Our achievements

The school sex and relationship guidance to support teachers to deal honestly and sensitively with sexual orientation issues and questions is available on the staff shared area.

All staff are aware through the LA Equality Policy that homophobic bullying and harassment will not be tolerated.

Our aims and objectives

At St John Fisher RC Primary School we will deal with issues as they arise.

5. Community Cohesion

What do we mean by Community Cohesion?

St John Fisher RC Primary School adopts the Department for Education definition of community cohesion to mean working towards a society in which:

- There is a common vision and sense of belonging by all communities the diversity of people's backgrounds and circumstances is appreciated and valued
- Similar life opportunities are available to all, and
- Strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community."

Our commitment

For a number of years, we have been committed to promoting community cohesion as part of the response to the legal duties outlined in previous legislation.

We understand that Community Cohesion is the process that should happen in all communities to ensure that different groups and individual people get on well together. It should also allow for new communities and existing communities to adapt and integrate with one another.

The school will promote community cohesion within a number of dimensions including:

- The school community
- The community within which the school is located
- The community of Britain
- The global community.

Our achievements

Teaching, learning and curriculum

Pupils are encouraged to respect others and value diversity, to develop their skills to take responsible action. Curriculum planning across all subject areas has highlighted opportunities to promote community cohesion.

St John Fisher RC Primary School has Healthy School status and through the School Council encourages healthy eating.

We participate in anti-bullying week. We believe that everyone in our school has the right:

To be respected, To learn and To be safe. We promote rights and responsibilities throughout school.

The curriculum provides a broad range of experiences that contribute well to the pupils' achievement and to their spiritual, moral, social and cultural development. The principles of British values are inherent in what we do. At St John Fisher RC Primary School SMSC values are taught within RE and throughout the wider curriculum. The religious nature of our school helps in this respect but do give a great deal of attention to aspects of fairness; tolerance, especially of others' views and show pride and respect for being part of British society.

Our pupils engage in the 'Big Questions' about the purpose and meaning of life, where they come from, where they are going. This enables them to challenge their place in the world and their contribution to it.

We encourage our children to act in a moral manner such as following the example of Jesus by encouraging pupils to make decisions based on what God would want us to do. This enables them to become British citizens who are guided by their moral conscience.

The children at St John Fisher RC Primary School acknowledge that they have an opportunity to make a positive contribution to society. This provides our children with opportunities to put their faith into action by fundraising for charities. Each class in school raises money for their chosen charity throughout the academic year. The whole school community also contributes to charities such as CAFOD and Local Food Banks.

The pupils learn about their own Roman Catholic culture, e.g. teaching pupils the ways in which we do things as Catholics, the rites, rituals, customs and practices. The children also learn about other faiths such as Islam, Judaism, Hinduism and Sikhism. This has an impact for our children as they know why they can command respect for their own faith and they in turn respect the culture of others in society.

Through pupils' SMSC development, we demonstrate that we are actively promoting the fundamental British values of: Democracy, through our School Council who are democratically elected each year and are encouraged to develop their skills of debating in school council meetings. The rule of law through our school/classroom rules, and school behaviour policy. Individual liberty through our encouragement for pupils to be independent in their learning. Developing mutual respect and tolerance of those with different faiths and beliefs this is emphasised in RE and PSHE lessons that every person is unique and "created in the image of God"

Equality and excellence

School actively promotes equality and excellence, we strive to ensure all have opportunities to reach their full potential, and remove variations in learning outcomes from different community groups. Our school Mission Statement is '**Love Jesus, love learning, Inspiring each other to be the best that we can be.**

Engagement and extended services

St John Fisher RC Primary School aims to identify strategies to encourage learners to mix with other learners from different backgrounds. We are linked to St John's RC Primary School. Through the curriculum children learn about different cultures and how children in different countries go to school and how they live.

Our aims and objectives

- To continue to build on what we are already doing – creating a sense of shared values.
- To develop an understanding in pupils that they all have a responsibility to their shared future.
- To emphasise mutual respect and honesty between different groups including young people and adults.
- Through the curriculum, make visible to the whole school community the necessity of fairness and trust.

We will evidence our effectiveness for OFSTED by demonstrating:

A widely shared sense of the contribution of different communities to a shared vision -

- A strong sense of individual rights and responsibilities within the school community.
- That all children and parents feel they are being treated fairly and have the same opportunities.
- That children trust the school to act fairly.
- We have strong and positive relationships.

Safeguarding & Building Resilience

St John Fisher RC Primary School is fully committed to safeguarding the welfare of all children and young people by taking all reasonable steps to protect them and build resilience in accordance with the DfE guidance.

This commitment is in line with our school's current Safeguarding policy and applies to all adults, including volunteers, working in or on behalf of the school.

Preventing Radicalisation

The Counter-Terrorism and Security Act 2015 places a duty on specified authorities, including local authorities and childcare, education and other children's services providers, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism ("the Prevent duty"). Young people can be exposed to extremist influences or prejudiced views, in particular those via the internet and other social media. Schools can help to protect children from extremist and violent views in the same ways that they help to safeguard children from child sexual exploitation, drugs, gang violence or alcohol.

The Prevent strategy aims to protect vulnerable people from being drawn into terrorism. While it remains rare for children and young people to become involved in terrorist activity, young people from an early age can be exposed to terrorist & extremist influences or prejudiced views. We recognise that as with other forms of safeguarding strategies, early intervention is always preferable. Our school is committed to working with other local partners, families and communities, and we will play a key role in ensuring young people and their communities are safe from the threat of terrorism.

We also recognise that our School has a duty of care to our pupils and staff which includes safeguarding them from the risk of being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. Prevent can work within both violent and non-violent extremism arenas and can include topics such as hate crime, racism, bullying, on line safety and extreme political views.

Our School is committed to:

- Establishing a single point of contact in terms of safeguarding.
- Assess risk of students being drawn into terrorism.
- Develop an action plan to reduce the risk.
- Train staff to recognise radicalisation and extremism.
- Refer vulnerable people to Channel.
- Prohibit extremist speakers and events.
- Manage access to extremist material- ICT filters.
- Be confident about British Values.

We recognise that some young people, who are vulnerable to extreme views, may find it difficult to develop a sense of self worth and to view the world in a positive way. We also recognise that their behaviour may be challenging at times, and that some may cause offence or harm to others.

We will therefore always take a considered and sensitive approach in order that we can support all of our pupils by:

- Providing a safe environment for children and young people to learn and develop in our school setting, and
- Identifying children and young people who are particularly vulnerable to extreme views /radicalisation, and taking appropriate action in accordance with the schools Safeguarding procedures with the aim of making sure they are kept safe both at home and in our school setting.
- Making appropriate referrals to the Local Authority for early intervention and support where necessary.
- Ensuring that staff member(s) or governor(s) responsible for safeguarding are kept fully aware of their responsibilities, by attending relevant training and briefings.
- Letting staff, parents and pupils know how to voice their concerns.
- Responding to any allegations appropriately in accordance with appropriate school policies and procedures.

6. Equality Impact Assessment

We are reviewing key policies, functions or procedures that have been assessed as relevant to meeting the duties set out under the Equality Act 2010.

The main system by which we will assess the impact of our current policies, functions or procedures will be through carrying out Equality Impact Assessments.

We need to understand whether our policies and services are meeting everyone's needs and that anyone who needs to can get access to them. To do this we undertake Equality Impact Assessments (EIA) to test how we are doing at the moment and what can be done better in the future. An EIA will decide whether a policy or service has a "positive, negative or neutral impact" on some sections of our school and local community. It will also be used to test future policies or services. The impacts will enable us to take into account the needs of different groups of people who share one or more of the protected characteristics defined by legislation.

We will consult with the local authority where necessary and our staff and Governors who are responsible for carrying out these assessments have attended relevant training or will be attending future training as part of their role.

St John Fisher RC Primary School is committed to ensuring Equality Impact Assessments are carried out on all policies new and old to ensure they meet the duties set out under the Equality Act 2010. These include:

- *Admissions and Transfer*
- *Attendance*
- *Exclusions*
- *Curriculum*
- *Uniform*
- *Every Child Matters objectives*
- *National Healthy School Status*
- *Discipline*
- *Sports*
- *Anti-bullying, harassment and Discriminatory policy*
- *Domestic Violence and pastoral support*
- *School trips*

7. Consultation and Information

The school will use a variety of ways to collect data and views for the review of the Single Equality and Community Cohesion Policy.

- Questionnaires
- Comments from website
- Staff meetings
- Parents meetings
- Monitoring and evaluation data
- Results and assessment data
- School council
- Governing Body and IEB meetings

All equality objectives for this policy have been agreed after consultation with the Governing Body. All future objectives will be agreed after consultation with the pupils, parents, staff, community groups and other appropriate agencies.

8. Publishing and raising awareness

We recognise that our Single Equality and Community Cohesion Policy is a public document that should be available to any interested stakeholder.

Specific Duty

Under the Equality Act 2010, we recognise that from April 2012, as a school, we also have a “specific duty” to:

1. Publish sufficient information to demonstrate compliance with the general equality duty every four years, with an action plan review on at least an annual basis. This can include information on the effect that our school policies and practices have on protected groups.

We will also:

2. Prepare and publish equality objectives in an accessible manner, to meet one or more aims of the general equality duty, and supporting the local authority in publishing relevant information to demonstrate compliance where necessary.

We recognise that our Single Equality and Community Cohesion Policy is a public document that should be available to any interested stakeholder. We will promote and publish our policy by:

- Placing it on our website
- Making it available on request
- Providing a summary in our prospectus, including our vision and key priorities
- Pointing new parents to the policy on entry
- Include the policy within the induction process for new staff

9. Monitoring and evaluating the Single Equality and Community Cohesion Policy Action Plan

We will regularly monitor and evaluate the implementation of our Single Equality and Community Cohesion Policy Action Plan. We will report annually on our progress and performance. Our annual report will be shared with Governors and our School Improvement Partner. A summary will be provided for parents and published in our prospectus. Both will explain how the full report can be obtained. We will inform staff and pupils of our progress.

The findings of our annual report will be used to update the Single Equality and Community Cohesion Policy Action Plan and inform subsequent Equality and Community Cohesion Policies

We want this Single Equality and Community Cohesion Policy to be a 'whole organisational' document that drives forward equality and achieves improved outcomes. We will therefore ensure that the Action Plan is an integral part of our School Improvement Plan, and as such, our progress will have regular oversight by the senior leadership team and the governing body.

Information and data, both quantitative and qualitative, will be used to monitor and evaluate the implementation of the action plans including information on the school population, workforce recruitment, retention and progression, special initiatives, progress at key stage levels and targets and future plans will be reported on to ensure effective monitoring.

We will formally review, evaluate and revise this Single Equality and Community Cohesion Policy and Action Plan every three years, to set new priorities and identify new actions. This process will again involve staff, pupils, parents and governors who reflect the full diversity of the school community.

The school has a procedure in place for recording, reporting and responding to racist incidents. The school will continue to comply with the Local Authority procedure for monitoring racist incidents so that the information can be analysed. This procedure is outlined fully in the *guidelines for schools in combating and recording racist incidents*.

10. Links with other school policies

School policies that link with, and have informed this Single Equality and Community Cohesion Policy include:

- School Inclusion and SEN policy
- Racist Incident Policy
- Anti-Bullying Policy
- Admissions Policy

11. Roles and responsibilities

The Governing Body ensures that school meets the requirements of the Equality Act 2010 by using the LA's own provider of school meals, regular monitoring within school and set menus.

The Governing Body intends to monitor the delivery of the School's Single Equality and Community Cohesion Policy and Action plan

The Governing Body will ensure that all members of staff understand the importance of the policy and their role in delivering it.

The Governing Body will link the School's Equality Policy to the School Improvement Plan.

This Single Equality and Community Cohesion Policy and Action plan outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them. Promoting equality and preventing discrimination, victimisation and harassment is the responsibility of the whole school staff, including support staff. All who are associated with the school have a responsibility for promoting equality and community cohesion, and avoiding unfair discriminatory practices.

The Governing body will:

- Ensure sure the school complies with all current equality legislation.

- Monitor the implementation of the Single Equality and Community Cohesion Policy Community Cohesion and Action Plan to check progress and assess impact on staff, pupils and parents.
- Ensure that all governors are aware of their legal responsibilities under equality legislation.
- Receive and discuss regular equality and community cohesion reports on progress and performance.
- Monitor achievement of equality targets.
- Check that implementation of the Policy and action plan achieves improved outcomes for equality and community cohesion and people who share an aspect of their identity in relation to the protected characteristics of disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.
- Monitoring equality impact assessments.
- Support the Head teacher in implementing any actions necessary.
- Inform and consult with parents about the policy.
- Have one governor who takes on the role of designated governor responsible for equality and community cohesion monitoring the policy closely.

The Head teacher will:

- Provide proactive leadership to create a community that recognises and celebrates difference within a culture of respect and cooperation.
- Ensure staff, pupils, parents/carers and any other interested stakeholders are aware of this Single Equality and Community Cohesion Policy, their roles and responsibilities in implementing it, and receive training and support in carrying these actions out.
- Monitor to ensure effective implementation of the Single Equality and Community Cohesion Policy Action plan.
- Provide regular reports for governors on progress and performance.
- Allocate appropriate responsibilities, and provide suitable training and development for staff to implement this policy.
- Assess and monitor the impact of the policy through developing the action plan.
- Making sure the policy is readily available and that the governors, staff, pupils and their parents know about it.
- Taking appropriate action in any cases of victimisation, harassment and discrimination in line with the school and LA guidance.
- Report racist incident monitoring information to the LA on a termly basis.
- Produce a report on progress for governor on an annual basis.

The Senior Leadership Team will:

- Drive forward implementation of the Single Equality and Community Cohesion Policy and Action Plan.
- Support staff to carry out their role in implementing this policy.
- Provide effective leadership on equality, inclusion and community cohesion.
- Ensure the Single Equality and Community Cohesion Policy is successfully promoted.
- Respond in a timely and appropriate manner when dealing with any incidents or issues of discrimination, victimisation or harassment.
- Assist in implementing reviews of the Single Equality and Community Cohesion Policy as detailed in the School Improvement Plan.
- One member of the senior management team will be identified as the co-ordinator for equality and community cohesion and will be involved in action planning, policy development and monitoring and evaluation.

All Staff will:

- Recognise that they have a role and responsibility in their day-to-day work to:

- Promote equality, inclusion and good community relations
- Challenge inappropriate language and behaviour
- Tackle bias and stereotyping
- Respond appropriately to incidents of discrimination, victimisation and harassment and report these.
- Highlight to the senior leadership team any staff training or development that they require to carry out the above role and responsibilities.
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.
- Reviewing and monitoring curriculum policies and planning in their own subject areas to ensure that equality is promoted.

All Staff will also ensure that pupils are encouraged to:

- Recognise that they have a role and responsibility to themselves and others so that they understand and are able to:
 - Promote equality, inclusion and good community relations
 - Challenge inappropriate language and behaviour
 - Tackle bias and stereotyping
 - Work to promote anti-bullying strategies
 - Respond appropriately to incidents of discrimination, victimisation and harassment and understand the action needed to report these.
- Work within the Rights and Responsibilities framework we have adopted as Rights Respecting School.

Administrative, Ancillary, Supervisory and Support Staff

- All staff will familiarise themselves with this Single Equality and Community Cohesion Policy and know what their responsibilities are in ensuring that it is implemented.

All our Pupils are responsible for:

- Treating others kindly and fairly without prejudice, discrimination, victimisation or harassment.
- Attending and engaging in their own learning as well as helping other pupils to learn.
- Learning to treat each others with respect and report incidents of discrimination to an adult.
- Working within the Rights and Responsibilities framework we have adopted as Rights Respecting School.

All our Parents and Carers are responsible for:

- Supporting our school in its implementation of this Single Equality and Community Cohesion Policy.
- Following the school policy through their own behaviour.
- Ensuring their children attend and engage in the learning.
- Inform staff about any prejudice related incidents that occur.

Visitors and contractors are responsible for:

- Knowing and following our Equality Policy.

12. Breaches of the Policy

Breaches of this Single Equality & Community Cohesion Policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Head teacher and Governing Body.

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their age, disability, gender, gender reassignment, marital status, pregnancy or maternity, race, religion or belief or sexual orientation, they should report this without fail through the School's complaints procedure.

Complaints by staff will be dealt with under the Grievance or Dignity at Work Policies, as appropriate. Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report annually on complaints made and action taken as part of monitoring the Single Equality and Community Cohesion Policy.

Document history

Date	Amendments
March 2016	Updating the Policy to ensure that it is LA compliant.
September 2017	Reviewed Updated pupil and staff data
April 2018	Reviewed
September 2020	Reviewed
September 2021	Reviewed
September 2022	Contextual information updated Reviewed
September 2025	Contextual information updated Reviewed

Equality & Community Cohesion Policy Action Plan 2025 - 2027

Key Area	Objective	Lead Person	Target Date	Monitoring and Review
Accessibility	- Increasing the extent to which disabled pupils can participate in the curriculum; - Improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided; and - Improving the availability of accessible information to disabled pupils.	Headteacher and SLT	September 2026	Annual basis in line with School Improvement Plan
Disability	- Reviewing marketing and communication to ensure that positive images of disabled people and their abilities are used in our promotional material and publications; - Further curriculum based activities to raise awareness and improve understanding of disability issues amongst pupils and staff. - Ensure disabled pupils have full access to all trips, including Robinwood. - Ensure disabled pupils have fair access to lessons. (If auxiliary aids are required then they are purchased to support access.) - Attract or assist disabled people to be represented on a range of partnership bodies, including Governing bodies, senior management team etc. - Ensure equal opportunities for disabled employees.	Governors Headteacher and SLT Class Teachers	September 2026	Annual basis in line with School Improvement Plan
Gender	- Recruitment - guaranteeing that all fair recruitment procedures are followed in relation to any advertised posts - To respect the confidentiality of those seeking gender reassignment and to provide a supportive environment within our school community.	Governors Headteacher	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Pregnancy and maternity	To continue to seek ways in which to eliminate prohibited conduct, advance equality of opportunity and foster good relations.	Governors Headteacher	September 2026	Annual basis in line with School Improvement Plan

	• Provide a quiet area for any person (including visitors) who wish to breast feed. • Support staff returning from Maternity Leave by providing the opportunity to take up to 10 KIT (keeping in touch days) days before their official return date.			As issue arises.
Race	• To continue to monitor and promote equality through recruitment and retention. • Tackling unlawful discrimination by: ◦ Keeping accurate records of all ethnic groups, their backgrounds and needs and how the school responds to them. ◦ Dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, and notify complainants of the outcomes and action taken. ◦ Encouraging dialogue between pupils of different racial groups. • Prevent racial discrimination, and to promote equality of opportunity and good relations between members of different racial, and ethnic cultural groups. • To work in partnership with different racial groups to: ◦ Promote the active participation of different communities in shaping the future of school. ◦ Ensure that school staff (both permanent and temporary), pupils and their families as well as our partners and the wider community fully understand the principles of good race relations. ◦ Expand access across all communities and in all areas of school activity. • To promote activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture of all your pupils and their families. • Encouraging pupils and their families of all ethnic groups to participate fully in all aspects of school life. • Countering myths and misinformation that may	Governors Headteacher and SLT Class Teachers	September 2026	Annual basis in line with School Improvement Plan. As issue arises.

	undermine good community relations.			
Sexual Orientation	At St John Fisher RC Primary School we will deal with issues as they arise	Governors Headteacher	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Community Cohesion	- To continue to build on what we are already doing – creating a sense of shared values. - To develop an understanding in pupils that they all have a responsibility to their shared future. - To emphasise mutual respect and honesty between different groups including young people and adults. - To strengthen our link with St John's RC Primary School. - Through the curriculum, make visible to the whole school community the necessity of fairness and trust.	Governors Headteacher & SLT RE Leader	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Preventing Radicalisation	- Providing a safe environment for children and young people to learn and develop in our school setting, and - Identifying children and young people who are particularly vulnerable to extreme views /radicalisation, and taking appropriate action in accordance with the schools Safeguarding procedures with the aim of making sure they are kept safe both at home and in our school setting. - Making appropriate referrals to the Local Authority for early intervention and support where necessary. - Ensuring that staff member(s) or governor(s) responsible for safeguarding are kept fully aware of their responsibilities, by attending relevant training and briefings. - Letting staff, parents and pupils know how to voice their concerns. - Responding to any allegations appropriately in accordance with appropriate school policies and procedures.	Governors Headteacher & SLT Class Teachers	September 2026	Annual basis in line with School Improvement Plan As issue arises.

Pupil Achievement	- All pupils are assessed, monitored and tracked through SIMS/Target Tracker. - Under-achievement is identified and appropriate intervention is applied. - Pupils are able to participate in a full range of extra-curricular opportunities.	Headteacher & SLT Class Teachers	September 2026	Termly basis in line with Pupil Progress Meetings & School Improvement Plan. As issue arises.
Behaviour and Safety	- Pupils respect one another. - Pupils feel safe and valued. - Pupils, staff and parents know that misconduct and gross misconduct will be challenged.	Headteacher & SLT Class Teachers	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Teaching	All pupils experience 100% 'good or better' lessons.	Headteacher & SLT Class Teachers	September 2026	Termly basis in line with Assessment and Monitoring Planner & School Improvement Plan. As issue arises.
Leadership and Management	- The staff and governing body reflects the diversity of the school community. - No pupils (or their families) are disadvantaged academically, socially or emotionally. All staff are mindful of the academic and social needs of all children, especially potentially vulnerable children. - A nominated member of the SLT Nicole Hadfield/Deborah Hunt is responsible for the collection, analysis and publication of equality data including the recording of prejudice-related incidents.	Headteacher & SLT	September 2026	Termly basis in line with LA termly deadlines. As issue arises.
Headteacher	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.	Headteacher	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Senior Leadership Team	To support the Headteacher as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.	SLT	September 2026	Annual basis in line with School Improvement Plan As issue arises.

Teaching Staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.	Class Teachers	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Support Staff	Support the school and the governing body in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the Headteacher on how pupils and parents/carers can be expected to be treated. Support colleagues within the school community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.	Support staff	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Parents	Take an active part in identifying barriers for school's community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to school's community in tackling inequality and achieving equality of opportunity for all.	Parents	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Pupils	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the Headteacher on how pupils and parents/carers, staff and the wider community can be expected to be treated.	Pupils	September 2026	Annual basis in line with School Improvement Plan As issue arises.
Local Community Members	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the school to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.	Community	September 2026	Annual basis in line with School Improvement Plan As issue arises.

EQUALITY IMPACT ASSESSMENT: PROFORMA

Name of policy to be assessed:		Is this a proposed, new or reviewed policy?	
Department :		Staff Member Responsible:	
What equality groups have been considered in undertaking this EIA?	Disability ☐	Gender ☐	Date:
	Pregnancy & Maternity ☐	Race ☐	
	Sexual Orientation ☐	Gender Reassignment ☐	
		Religion of Belief ☐	
1. Briefly describe the aims and purpose of the policy?			
2. Who is intended to benefit from this policy and in what way?			
3. What outcomes are wanted from this policy?			
4. What factors / forces could contribute / detract from achieving the outcomes?			
5. Who implements the policy, and who is responsible for the policy?			
6. What evidence or data has been collected and used to determine the impact on pupil equality groups? Have any data gaps been identified?			
7. Has previous consultation indicated any possible concerns or issues in relation to equality and diversity?	Yes ☐	No ☐	
8. Is there an opportunity to eliminate prohibited conduct, promote equality of opportunity or foster good relations more effectively by altering the policy, or by working with others?	Yes ☐	No ☐	
9. Are there concerns that the policy <u>could</u> have a	Yes ☐	No ☐	

differential impact on disability pupil groups?			
<i>What existing evidence do you have for this?</i>			
10. Are there concerns that the policy <u>could</u> have a differential impact on pupils due to gender ?		No ☐	
<i>What existing evidence do you have for this?</i>			
11. Are there concerns that the policy <u>could</u> have a differential impact on pupils due to gender reassignment ?	Yes ☐	No ☐	
<i>What existing evidence do you have for this?</i>			
12. Are there concerns that the policy <u>could</u> have a differential impact on pupils due to their pregnancy / maternity ?	Yes ☐	No ☐	
<i>What existing evidence do you have for this?</i>			
13. Are there concerns that the policy <u>could</u> have a differential impact on pupils due to their race ?	Yes ☐	No ☐	
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>			
14. Are there concerns that the policy <u>could</u> have a differential impact on pupils due to their religion or belief ?	Yes ☐	No ☐	
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>			
Are there concerns that the policy <u>could</u> have a differential impact on pupils due to their sexual orientation ?	Yes ☐	No ☐	
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>			
15. Could the differential impact identified in Questions 9-14 amount to there being the potential for <u>adverse impact</u> in this policy?	Yes ☐	No ☐	
16. Can this adverse impact be <u>objectively justified</u> on the	Yes ☐	No ☐	

grounds of promoting equality of opportunity for one group? Or any other reason? <i>(what are the grounds for objective justification)</i>			
17. Should the policy proceed to a full impact assessment?	Yes ☐	No ☐	
18. Date on which the Full EIA to be completed by.	Date:		

EIA ACTION / IMPROVEMENT PLAN				
Key Findings	Actions / Recommendations	Resources	Completion Date	Lead staff
Signature 1 – Head teacher / SLT			Date:	
Signature 2 – Policy lead staff			Date:	