

St John's Highbury Vale CE Primary School



'I can do all things through Christ who strengthens me' Philippians 4:13

Equality Statement

Ratified: July 2026

Review Date: July 2029

At the heart of our school vision is a desire for an authentic and life-giving relationship with ourselves, one another, our world, and with God. We believe that it is through Christ who gives us the strength, all can achieve within a learning environment where every child is valued as a unique individual created in the image of God, and where teaching and learning is of consistently high standard.

STJHV Statement of Intent

St John's Highbury Vale in Islington is committed to providing a nurturing and inspiring environment where every child is empowered to reach their full potential. Grounded in our Christian ethos and guided by our values, we strive to create a vibrant and dynamic educational experience that prepares our pupils to lead fulfilling lives and contribute positively to society.

Equality Objectives 2026–2029

Title	Equality Objectives 2026–2029
Status	Statutory Document
Approval Body	Full Governing Body
Governor Committee Responsible	Ethos, Inclusion and Standards Committee
Approval Date	Autumn 2026
Review Date	Autumn 2029
Headteacher	
Chair of Governors	
Date Signed	

Related Policies and Documents

- Accessibility Plan
- Equality Policy
- SEND Information Report
- SEND Policy
- Behaviour Policy
- Anti-Bullying Policy
- RSHE Policy
- Safeguarding and Child Protection Policy
- Curriculum Policy

Legislative Framework

This document has been developed in accordance with the Equality Act 2010, the Public Sector Equality Duty Children and Families Act 2014, SEND Code of Practice (2015), Keeping Children Safe in Education and the Ofsted School Inspection Framework.

School Vision for Education

"I can do all things through Christ who strengthens me."

Philippians 4:13

At the heart of our school vision is a desire for an authentic and life-giving relationship with one another and with God. We believe that it is through Christ who gives us the strength, all can achieve within a learning environment where every child is valued as a unique individual created in the image of God, and where teaching and learning is of a consistently high standard.

Our Commitment

At St John's Highbury Vale CE Primary School, we are committed to fulfilling our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty. We strive to create a community where every child and adult feels valued, respected, represented and able to flourish.

Equality Objectives 2026–2029

Objective	We Will	Why?	Success Criteria by 2029
1. Advance equality of opportunity and improve outcomes for all pupils.	Monitor attainment, progress, attendance, participation and behaviour data for different groups and implement targeted support.	To ensure equitable access to an ambitious curriculum and high achievement for all.	Gaps continue to narrow and all groups make strong progress.
2. Strengthen inclusive practice and accessibility.	Review accessibility plans, make reasonable adjustments and develop staff expertise in adaptive teaching and inclusion.	To remove barriers to participation.	Disabled pupils and adults feel supported and included.
3. Develop an inclusive, diverse and representative curriculum.	Ensure curriculum content, literature and resources reflect diverse cultures, ethnicities, faiths, identities, family structures, disability, SEND, neurodiversity and different lived experiences. Diversify texts so children can identify themselves in books and learning. Move beyond predominantly Eurocentric perspectives by including global histories,	To promote belonging, raise aspirations and challenge stereotypes.	Pupils see themselves represented and demonstrate understanding of diverse perspectives.

	contributions and viewpoints. Review curriculum content regularly to identify and address underrepresentation, stereotypes and unconscious bias.		
4. Promote respect and positive relationships.	Teach about equality, protected characteristics and different family structures including same-sex parent families, adoptive families, foster families and kinship carers.	To foster good relations and prepare pupils for life in modern Britain.	Pupils demonstrate empathy, respect and inclusion.
5. Prevent and respond effectively to discrimination.	Record, monitor and respond to prejudice-related incidents using restorative approaches and education.	To eliminate discrimination and ensure safety for all.	Incidents remain low and are addressed effectively.
6. Promote equality within recruitment and leadership.	Monitor recruitment, retention and professional development opportunities to ensure fairness and inclusion.	To ensure equality of opportunity for staff.	Recruitment processes remain equitable and staff feel valued.
7. Increase staff awareness of unconscious bias and promote equitable decision-making.	Provide regular CPD on equality, diversity, inclusion and unconscious bias. Use professional dialogue, case studies, courageous conversations and reflective practice to help staff recognise and challenge assumptions and stereotypes.	To promote a culture of equity, inclusion and belonging.	Staff demonstrate confidence in recognising and addressing unconscious bias and equality considerations are evident in decision-making.

Monitoring and Review

Progress towards these objectives will be reviewed annually by senior leaders and governors. Monitoring will include attainment, attendance, behaviour, participation, workforce information, accessibility planning, prejudice-related incidents, stakeholder voice, and review of curriculum content, resources, texts and learning experiences to ensure they remain inclusive, representative and free from stereotyping.

Equality Statement

St John's Highbury Vale CE Primary School is committed to providing equality of opportunity for all members of our community regardless of age, disability, race, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, or socio-economic background.

We recognise and celebrate the rich diversity of our school community and are committed to creating an environment where everyone feels welcomed, respected, represented and able to flourish. We actively challenge discrimination, prejudice and stereotyping and promote a culture of dignity, belonging and mutual respect.

We believe that every child, including disabled pupils and pupils with SEND, should be able to see themselves reflected positively within the curriculum, the books they read, the people they learn about and the experiences they encounter in school. We are committed to ensuring that our curriculum reflects the diversity of modern Britain and the wider world, including positive and varied representation of disability, neurodiversity and different lived experiences.

We recognise that unconscious bias can influence perceptions, expectations and decision-making. Through ongoing professional development, reflective practice, courageous conversations and the use of case studies, we are committed to recognising and addressing bias.