

St Joseph's Catholic Primary School

EQUALITY INFORMATION POLICY AND OBJECTIVES

FEBRUARY 2023

St. Joseph's Catholic Primary School

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other 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

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher.
- Meet with the head teacher termly, and other relevant staff members, to discuss any issues and how these are being addressed

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The head teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Meet with the equality link governor termly to raise and discuss any issues
- Identify any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The head teacher, alongside the LGC, will monitor equality issues.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in a range of extra-curricular clubs)

In fulfilling this aspect of the duty, the school will:

- Use attainment data each academic year to show how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such collective worship and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at collective worships, and organising school trips and activities based around the local community

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives – Feb 2023

Objective 1: To further promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

We have chosen this objective because there is very little ethnic diversity within our school community. We feel that it is very important that our pupils gain and appreciate a broader cultural perspective and what makes a fair and equitable society.

To achieve this objective we plan to:

- Consider opportunities to promote diversity through all aspects of the curriculum eg resourcing, study of historical figures
- Ensure the school calendar and displays reflect opportunities to reflect and remember the importance of diversity (eg Black history month, International women's day)
- Promote equality and diversity through Collective Worship

Objective 2: To promote equality of learning for all by ensuring that nobody is disadvantaged by any of the protected characteristics.

To achieve this objective we plan to:

- Monitor achievement data at key intervals (taking into account gender, socio-economic background (PPG), ethnicity and SEND) and take any necessary action to minimise any gaps which might exist.
- Monitor engagement of uptake of extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all

Objective 3: Although incidents relating to protected characteristics are very low (eg racist incidents), ensure an ongoing vigilance in identifying any issues which may be linked to a protected characteristic, so they can be identified quickly and dealt with promptly and effectively

To achieve this objective we plan to:

- Raise awareness of the aims and objectives of this policy by sharing with staff and the wider community
- Provide further staff training in all aspects of equality and diversity to support staff understanding and awareness
- Continue to record and monitor any incidents relating to a protected characteristic

9. Monitoring arrangements

The policy will be reviewed by the headteacher and LGC at least every 4 years. The objectives will be reviewed annually. This document will be approved by the governing body.

Approved by Governors:

Policy Review date: February 2027