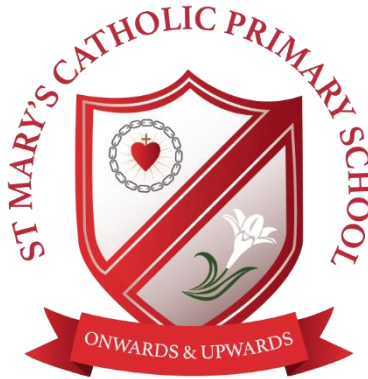


# St Mary's Catholic Primary School

## Equality Statement, Information and Objectives



**Date adopted: Spring 2023**

**Review date: Spring 2024**

We have carefully considered and analysed the impact of our policies on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

## 1. Statement

We have carefully considered and analysed the impact of our policies on equality and the possible implications for pupils with protected characteristics. This is part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations 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.

This document also complies with our funding agreement and articles of association.

## 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

Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils

Monitor success in achieving the objectives and report back to governors

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.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

## **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)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. ensuring that the kitchen caters for children with particular dietary needs)

- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs and events)

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing

- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

- Make evidence available identifying improvements for specific groups

- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **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, RSE and 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 assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Working with our local community. This includes organising school trips and activities based around the local community

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

## **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

### Objective 1

Increase the representation of staff from black and minority ethnic communities over a 4-year period (from this July to July in 4 years' time).

Why we have chosen this objective: Whilst staffing has become more ethnically diverse in recent years, the majority are still from white backgrounds. We recognize that our pupil population is ethnically diverse, and that staffing should reflect this.

To achieve this objective we plan to: Ensure that recruitment materials are inclusive and that the process is fair. All staff have annual training in 'unconscious bias'. Develop a culture of identifying and challenging racism. Ensure that anyone who considers applying for a position at St Mary's can see from visits to the school, the website and social media that diversity is welcome and celebrated.

### Objective 2

Review the curriculum to ensure that it supports diversity and equality, so that pupils know how to make positive decisions and can confidently tackle prejudice.

Why we have chosen this objective: The curriculum needs to reflect the reality of modern Britain and the world. It must portray an accurate picture of the diverse voices which have formed modern British society and developments in the world.

To achieve this objective we plan to: *see cultural diversity action plan*

## 9. Monitoring arrangements

The headteacher will update the equality information we publish at least every year.

This document will be reviewed at least every 3 years.

This document will be approved by the governing body.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan

- RSE policy