



English Martyrs Catholic Primary School
"where everyone is special"



P14: Equality Information and Objectives Policy

Mission Statement

With Christ at the heart of our Catholic community,
our mission is to:

- ✘ nurture the potential in each individual,
- ✘ celebrate achievement,
- ✘ and develop an awareness of service
to God and each other

Adopted by the school: February 2018
Review: February 2022 (updated annually)

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

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

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.

New staff members receive training on the Equality Act as part of their induction, and all staff receive refresher training on an annual basis.

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 the full range of school societies)

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

- Analyse attainment data each academic year showing how pupils with different characteristics are performing and to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- 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, 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 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 inviting leaders of local faith groups to speak at assemblies, and 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
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives February 2018-February 2022

Equality Objective	Aim	Actions	Personnel	Timescale	Resources	Progress to meet objective
1	To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular references to issues of equality and diversity.	<ul style="list-style-type: none"> In Planning clear opportunities for SMSVC are highlighted by staff. Through assemblies and collective worship an understanding and celebration of equality and diversity is reinforced. Catholic School Pupil Profile is embedded within classrooms and its direct links to British values explicit. Through effective monitoring of attendance at extra-curricular activities opportunities are open to all. 	<p>All Staff, monitored by SLT.</p> <p>PE monitored by PE Lead.</p>	<p>Monitoring of PE annually.</p> <p>Planning monitored termly.</p> <p>Assemblies planned half termly with given themes.</p>	<p>Planning Grids</p> <p>Catholic School Pupil Profile and Resources.</p> <p>PE Grant.</p>	
2	To increase the extent to which all pupils, including those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.	<ul style="list-style-type: none"> Through pupil questionnaires and pupil consultations analyze views and opinions of those with protected characteristics identifying any common themes which emerge. School to act on these findings in a proactive manner. Through celebration and award systems within school ensure all groups are represented. Through vocations work ensure all children know they are special and have a special role in life. 	All teaching staff and Head.	<p>Questionnaires annually.</p> <p>Weekly/Termly Award systems.</p> <p>Daily – individual class rewards.</p> <p>Vocations-annually.</p>	<p>Questionnaire in consultation.</p> <p>Resources to sustain the award systems.</p> <p>Staff leading collective worship.</p>	

9. Monitoring arrangements

The governing board will update the equality information we publish, [described in sections 4 - 7 above], at least every year.

This document will be reviewed by governing board at least every 4 years.

This document will be approved by head teacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- Medical Conditions Policy
- Equality Statement
- Intimate Care Policy
- Curriculum
- School behavior policy
- Anti-Bullying Policy
- SEND Information statement and policy
- Taking Care Programme