

St Joseph's

Catholic Primary School

Work hard, love tenderly, walk humbly: trusting in God.



Equality Information and Equality Objectives for St Joseph's Catholic Primary School

Head Teacher: Mrs J. Burgess

Chair of Governors: Mrs C. Horsley

Revision History					
Name	Version	Reason for change	Status	Date	Review
Mrs J Burgess	1.0	Review cycle	Final	14/3/23	March '27 Objectives/Equality Information to be updated annually

Equality Act 2010 St Joseph's Schools' provision of the public sector equality duty

We at St Joseph's Catholic Primary School are committed to equality. We aim for every pupil to fulfil their potential regardless of background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality, in the exercise of our functions, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- ✓ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- ✓ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our equality information
- ✓ publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way that **no pupil or staff member** can be identified.

Staff

Age	Figures change – we comply with our equality duty.
Disability	We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any staff member towards gender reassignment.
Marriage & civil partnerships	Figures change – we comply with our equality duty.
Pregnancy and maternity	Figures change – we comply with our equality duty.
'Race' / ethnicity	Our staff profile comprises: White British and Asian
Religion and Belief / no belief	Our staff profile comprises: Roman Catholic, Christian, Church of England and no faith
Sex – male/female	96.55% female 3.45% male
Sexual orientation	We support all staff members regardless of sexual orientation
Pregnancy and maternity	We comply with our equality duty

Pupils:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability	We ensure reasonable adjustments are made where appropriate and do not publish data so as not to identify the pupils concerned.
Gender reassignment	We support any pupil towards gender reassignment.
'Race' / ethnicity	Our pupil profile comprises: White British, White-European, Mixed-Heritage and White-Irish
EAL (English as an Additional Language)	The languages spoken within our pupil profile are: English, Polish and Ukranian.
Religion and Belief / no belief	Our pupil profile comprises: Roman Catholic, Christian, Church of England and no faith
SEND	9.78% pupils identified with a Special Educational Need.
Sex – male/female	40.90% female 59.10% male

Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	24% pupils eligible for Pupil Premium

Equality Objectives

In fulfilling the legal obligations cited above, we are guided by several principles:

We will take into account the six Brown principles of ‘due regard’:

- awareness – all staff know and understand what the law requires;
- timeliness – implications considered before they are implemented;
- rigour – open-minded and rigorous analysis, including parent/pupil voice;
- non-delegation – the PSED cannot be delegated;
- continuous – ongoing all academic year;
- record-keeping – keep notes and records of decisions & meetings;

For further information on the Equality Act 2010 and exceptions for schools with religious character please see the document published by the DfE ‘Equality Act 2010: Advice for School Leaders

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

The Catholic Education Service document ‘Equality Act 2010 – Guidance note for Catholic Schools’ also provides specialist guidance for Catholic Schools.

<http://www.catholiceducation.org.uk/guidance-for-schools/equality>

Equality Objectives 2023 – 2027

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 e.g. resourcing, study of historical figures;
- Ensure the school calendar and displays reflect opportunities to reflect and remember the importance of diversity (e.g. Black history month, International Women's Day);
- Promote equality and diversity through prayer and liturgy.

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 (considering gender, socio-economic background, 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 document will be reviewed by the headteacher and equality link governor at least every 4 years. Objectives/Equality Information is to be updated annually.

This document will be approved by the governing body.

We will update our equality objectives every four years and will publish progress on them annually

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate.

Headteacher: Mrs J Burgess

Chair of Governors: Mrs C Horsley

Date: Approved by local governing committee 14/3/23