



St Catherine Catholic Primary School and Nursery
Equality information and Objectives

Date Ratified by Governors: April 2023

Signed

Name

Due for Review:

St Catherine Catholic Primary School and Nursery

Equality Information and Objectives

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

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

St Catherine's aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

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 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. Where this has been discussed during a meeting it is recorded in the meeting minutes.
- New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training at least bi-annually
- The headteacher is the designated member of staff for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

St Catherine's believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

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 (e.g. enabling Muslim pupils to pray at prescribed times)
- 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 the data for different groups 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)

6. Equality and dignity in the workplace

St Catherine's does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

7. 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 religious beliefs and cultures through different aspects of our curriculum. This includes the teaching of RE and PSHE but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils will be introduced to literature from a range of cultures. During our cultural awareness weeks we celebrate the diversity of our own school through cross curricular activities, assemblies, workshops and tasting food from other regions of the world often made by our own parents who are also invited in to speak to the children. .
- Holding assemblies to address issues relevant to our own school. Pupils are encouraged to take a lead in such assemblies and external speakers are invited to contribute. This has included Traveller Awareness assemblies and visits from the Life Bus in the summer term to explore anti bullying messages.
- Working with the local community. This includes each Year group from Year 3 - Year 6 visiting places of worship (mandir, synagogue, mosque gurdwara) linked to their work on other faiths in RE.
- As part of our work in SEND we hold a Speech and Language stay and play afternoon for parents of children in EYFS aimed at giving parents practical tools to help support their children.

8. 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

The school keeps a written record (included in Risk Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

9. Dealing with prejudice

St Catherine's does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At St Catherine's, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

10. Equality objectives

Objective 1: To continue to employ staff on their ability to perform the designated role effectively. *Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why we have chosen this objective: To ensure staff are employed based on their ability to perform their role. To meet the needs of all staff and to ensure that any disadvantages are addressed.

To achieve this objective we plan to: Develop reasonable adjustment agreements as, and when, is appropriate.

Progress we are making towards this objective: We have carried out an Accessibility Audit and implemented various reasonable adjustments including adjustments to our physical environment (see our Accessibility Plan for further details).

Objective 2: To continue to treat all children and adults with courtesy, respect, integrity and dignity.

Why we have chosen this objective: As a Catholic School, the teachings of the gospels are at the centre of everything we do and we actively promote a sense of community whereby we treat each other with respect.

To achieve this objective we plan to: Incorporate the teachings of the gospel into everything we do: school policy and practice. Progress we are making towards this objective: All school policies reflect gospel values (where appropriate).

Objective 3: To continue to ensure all children progress and achieve with equality.

Why we have chosen this objective: As an inclusive school, we aim to ensure that all children are included in all aspects of school life and that they make progress.

To achieve this objective we plan to:

Monitor the progress of all pupils termly – planning and implementing appropriate support (and reasonable adjustments) where needed.

Progress we are making towards this objective: We hold Pupil Progress Meetings at the end of each term to analyse the level of progress that all children are making. Appropriate support is planned according to the particular needs of individual children.

Objective 4: To continue to challenge any type of intolerant attitude, comment or action that undermines the value of dignity of others.

Why we have chosen this objective: To continue to promote respect across our school community (pupils, parents and staff). To achieve this objective we plan to: Immediately address any comments or action. Staff issues will be dealt with according to our Disciplinary Policy and Procedure, pupils according to our Behaviour Policy and parents will be invited to a meeting with a member of our SLT and reminded of our school values and our Home-School agreement.

Progress we are making towards this objective: Appropriate policies and procedures are in place.

Objective 5: To continue to celebrate cultural diversity through our curriculum. Why we have chosen this objective: We want our pupils to develop a deeper understanding of different cultures and to respect any differences. To achieve this objective we plan to: Develop a deeper understanding of different cultures through our curriculum. This will include studying different religions as a part of R.E. lessons, exploring stories from around the World and finding out about different countries as a part of Geography and History topics. We aim to celebrate different cultures through our Cultural Awareness Weeks through activities including assemblies, workshops, parent talks, food from around the world tasting sessions etc. Progress we are making towards this objective: We hold an annual Cultural Awareness Week and Traveller Awareness Weeks but cultural diversity is also celebrated through various curriculum links.

10. Monitoring arrangements

- The head, designated teacher and governor will update the equality information we publish, at least every year.
- This document will be reviewed at least every 2 years.
- This document will be approved by the governing body.

11. Links with other policies

This document links to the following policies:

- Accessibility plan
- Equal opportunities policy
- SEND policy
- Inclusion policy

