

Equality Information and Objectives

St. Mark's Catholic Primary School



Approved by: FGB virtually

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Next review due by: Update by HT annually. By Governing Body in 2024

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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 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

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.

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:

- 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 (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

Equality Objectives can be found in Appendix A

9. Monitoring arrangements

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

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

This document will be approved by the headteacher.

Aim	Action	Personnel	Timescale Resources	Impact	Progress
Provide training for all staff and governors on equality and diversity.	Provide specific INSET to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity. Consider external training.	HT & AH to lead. All staff and governors.	Training on Equality Policy and Duty Autumn 2020	All staff and governors aware of legislation and responsibilities of all stakeholders.	From Sept 2021 - All staff complete Certificate in Equality, Diversity and Inclusion (Nationalonlinesafety.com school subscription)
Promote understanding and respect for differences	Identify opportunities in the curriculum to look at other cultures/countries, study famous people from minority groups - e.g. BAME, disabilities such as Deafness and Autism - and with a variety of abilities and to celebrate diversity. Use assemblies and collective worship as an opportunity to celebrate festivals of a range of cultures and countries. Use Awareness Days and events covered in the curriculum e.g. as an opportunity to explore other cultures, religions, diversity and explore moral issues in terms of how we treat others e.g. colonialisation.	HT SLT All class teachers and LSAs Governors Pupils Parents	Ongoing	Greater understanding and respect for differences. The school ethos and curriculum promotes respect for the differences of the school community. Issues are covered through lessons, assemblies and staff training	Personal Development (PHSE, RSHE, Citizenship, BV, Equality and Diversity) curriculum overview introduced Sept 2021 Global Citizenship introduced to the curriculum Sept 2021
Encourage children to take a role in educating others and celebrating differences and achievements.	Carry out a pupil voice exercise and consider forming a pupil council for diversity. Children to plan and deliver assemblies on diversity and respect. This could link with Chaplaincy Team and School Council.	HT SLT All class teachers and LSAs	Beginning September 2020 – ongoing	Children will plan and lead assemblies on diversity, respect and tolerance.	Faith in Action group introduced from Sept 2021 Young Citizens/Go Giver assemblies delivered from Sept 2020.
					Example of pupil led assembly Dec

					2021 Human Rights Day & Rights of the child - YEAR 6 SEN/EHCP "Being unique and over- coming barriers"
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Equality Objectives 2019 - 2023

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.