



Equality Information and Equality Objectives For St Joseph's RC Primary School

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

December 2017

St Joseph's School community is committed to equality. We aim for every pupil to fulfil their potential no matter what his/her 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 duty, 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 for the schools provisions 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 schools 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 characteristics 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 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

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 so that **no pupil or staff member** can be identified.

Pupils:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability	0% of our pupils have recorded a disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	Our pupil profile comprises: White British, Other White, Indian, Chinese, Black African, Other Black, White and Asian, Other Asian, Other Ethnic Groups and Traveller of Irish Heritage.
EAL (English as an Additional Language)	26% of our pupils have English as an Additional Language.
Religion and Belief / no belief	100% pupils gave information. 85% of our pupils have a religion and a belief. Our pupil profile comprises: Roman Catholic, Other Christian, Anglican, Hindu and Buddhist. 15% have no religion or belief.
SEND	14% of our pupils are identified as having Special Educational Needs. 2% have an EHCP?
Sex – male/female	53% female 47% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	31% pupils eligible for Pupil Premium

We will update our equality information at least annually

Equality Objectives

Our equality objectives are:

Equality Objective1:-Professional Development

To ensure all staff (including mid-day supervisors, cleaners etc) are trained in the Equalities Duty and the implications for school. Governors will be invited to this training.	
To ensure that we comply with the Equalities Duty in full.	
Action	Success Criteria
Plan CPD	Staff will be aware of the Equalities Duty and the impact that this has on them.
Ensure that all staff have and know how to use the reporting system for prejudice related bullying.	All equalities related incidents will be reported in line with the school system.

Equality Objective 2:- Disability (SEND)

To ensure that children with SEN make good progress throughout the school from their respective starting points.	
Action	Success Criteria
Tracking and use of assessment data will inform Pupil Progress meetings where SEN progress is discussed.	SEN pupils will start to make improved progress against their individual outcomes and respective starting points. This will be evidenced through reviewed support plans three times throughout the year.
Teachers will be given time to complete provision maps and SEN support plans.	

Equality Objective 3:-Race

To ensure that those children with English as an additional language make good progress from their respective starting points.	
Action	Success Criteria
Enter into a SLA with the Local Authority service for EAL pupils to ensure that we have access to support for children that are new to English.	The EAL children will good progress from their respective starting points. Strategies suggested by the EAL team will be evident within classroom practise.

Equality Objective 4:- Religion or belief

To ensure that all children, regardless of their religion or belief are able to develop an understanding of other	
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faiths and the similarities between religions.

Action	Success Criteria
The Come & See RE curriculum will be taught across the school, with a focus on other faiths at specific times throughout the year. There will be opportunities for visitors from other faiths to work with our children at various times throughout the year. Ensure there are opportunities to visit places of worship from non-Christian religions.	Children will have an awareness and understanding of other faiths.

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and this paperwork will be held within school

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 S Clarke

Chair of Governors: Mr D Edwards

Date: December 2017