



St Jude & St Paul's
Church of England Primary School

Equality Information and Objectives

Date: January 2017

Lead: Headteacher

Committee: Children and Families

Review: Updated annually; reviewed every 4 years

'Bless us to encourage, love and learn'

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

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.

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)
- 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 attainment data each academic year for pupils with different characteristics to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups

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, and 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 Collective Worship dealing with relevant issues. Pupils will be encouraged to take a lead in Collective Worship 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 Collective Worship, 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 extra-curricular activities, such as sports and music.

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

Objective 1: Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Why we have chosen this objective: We are a multi-cultural school. Our pupils with EHCPs make up 5.6% of the school population.

Objective 2: Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.

Why we have chosen this objective: We are currently reviewing our curriculum and aim to improve pupil engagement in learning.

Objective 3: Improve staff confidence in identifying and responding to any incidences of discriminatory behaviour.

Why we have chosen this objective: We aim to equip staff with the skills to manage and challenge discriminatory behaviour. We aim to do this in a way that is positive, restorative and consistent across the school.

Objective 4: Ensure all pupils are given the opportunity to make a positive contribution to the life of the school in preparation for citizenship through a comprehensive PSHE Curriculum and extra-curriculum activities.

Why we have chosen this objective: To ensure all our pupils are well prepared for the next year group/ key stage.

Objective 5

Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, Christmas.

Why we have chosen this objective: To develop even greater community cohesion and cultural and religious understanding.

9. Monitoring arrangements

The Headteacher and Senior Leadership Team will update the equality information we publish (sections 4-7 above) at least every year.

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

This document will be approved by the Children and Families Committee.