Our Lady and St Joseph Catholic Primary School

Equality Information and Objectives Policy

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APPROVED BY: Governing Body

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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

As a Catholic school, we are guided by the principles of the Catholic faith, which emphasize the inherent worth and dignity of every person. We seek to reflect these principles in our approach to equality and inclusion, ensuring that:

Our religious education and school activities promote the values of love, charity, and justice.

All students, regardless of background or belief, are encouraged to explore the Catholic faith and grow in their spiritual journey.

We respect the diverse religious and cultural backgrounds of our students and families while remaining faithful to Catholic teachings. Our school aims to promote respect for difference and diversity in accordance with our Gospel Values

Faithfulness & Integrity

"Blessed are the poor in spirit, for theirs is the Kingdom of heaven"

Dignity & Compassion

"Blessed are those who mourn, for they shall be comforted"

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Humility & Gentleness

"Blessed are the meek, for they shall inherit the earth"

Truth & Justice

"Blessed are those who hunger and thirst for righteousness, For they shall be satisfied"

Forgiveness & Mercy

"Blessed are the merciful, for they shall obtain mercy"

Purity & Holiness

"Blessed are the pure in heart, for they will see God"

Tolerance & Peace

"Blessed are the peacemakers, for they shall be called children on God"

Service & Sacrifice

"Blessed are those who are persecuted for righteousness' sake, for theirs is the kingdom of heaven.

Blessed are you when they insult you and persecute you and utter every kind of slander against you because of me.

Be glad and rejoice for your reward is great in heaven; they persecuted the prophets before you in the very same way"

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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

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The headteacher will:

- Promote knowledge and understanding of the objectives among 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.

The school aims to appoint has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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 minimizing disadvantages suffered by people which are connected to a particular characteristic they have (eg pupils with disabilities)

In fulfilling this aspect of the duty, Our Lady and St Joseph will:

• Collate 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 racism)

• Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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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:

- 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
- 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
- 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
- Provide regular training for staff, governors, and volunteers on equality, diversity, and Catholic social teaching, ensuring they understand the importance of inclusivity in a faith-based school setting.
- Children learn about Catholic Social Teaching to inspire them to put their faith into action by promoting justice, compassion, and service to others, particularly those in need or marginalized in society.
- Develop inclusive pastoral care programs and activities that promote understanding, respect, and positive relationships between students of all backgrounds.
- 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

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- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact 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 organizing the activity and is stored electronically with the completed risk assessment.

Links with Other Policies

This document links to the following policies:

- Accessibility Plan
- Anti-Bullying Policy
- Behavior Policy
- Concerns & Complaints Policy
- RE Policy
- HRE Policy
- Safeguarding Policy
- Safer Recruitment & Selection Policy

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8. Equality objectives

OBJECTIVE 1

To increase the representation and participation of pupils from diverse ethnic backgrounds in extracurricular activities within the school community over the next four years.

This objective aligns with the aims outlined in the school's Equality Information and Objectives Policy, particularly:

1. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

2. Fostering good relations across all characteristics

The objective also reflects the school's commitment to promoting respect for difference and diversity in accordance with its Gospel Values, such as Dignity & Compassion, Humility & Gentleness, and Tolerance & Peace

To achieve this objective, the school will:

1. Analyze current participation rates in extracurricular activities and leadership roles by ethnic background.

2. Implement targeted outreach and encouragement to underrepresented groups.

3. Ensure that extracurricular activities reflect diverse cultural interests.

4. Provide mentoring and support for pupils from diverse backgrounds to develop leadership skills.

5. Monitor and report on progress annually, adjusting strategies as needed.

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This objective would help the school fulfil its obligations under the Public Sector Equality Duty while also embodying its Catholic values of inclusivity and respect for all.

OBJECTIVE 2

To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics.

This objective aligns with the aims outlined in the school's Equality Information and Objectives Policy, particularly:

To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.

To achieve this objective, we plan to ensure the continued promotion of our Equality Values, please see below our cultural calendar based on the following topics below throughout the year for all of our learners

Cultural Calendar 2024/25

	Event
October , 2024	Black History Month
Thursday, 10th October , 2024	World Mental Health Day
Thursday, 31st October , 2024	Diwali
10th – 17thNovember , 2024	Inter-faith Week
11th – 15th November , 2024	Anti-Bullying Week
20th December	Christmas Mass at Church
December , 2024	Judaism: Hanukkah
Tuesday, 11th February, 2025	Safer Internet Day
Wednesday, 29th January, 2025	Chinese New Year – Year of the Snake
Saturday, 8th March, 2025	International Women's Day
30/31 March, 2025	Islam: Eid-al-Fitr
Tuesday, 1st April, 2025	The Easter Story Production

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Wednesday, 2nd April, 2025	Autism Awareness Day
Sunday, 13th April 2025 - Saturday, 19th April, 2025	Holy Week (Stations of the Cross)
Wednesday, 23rd April, 2025	St George's Day
May 2025	Month of Mary (Rosary)
12th – 16th May, 2025	Mental Health Awareness Week 2025
6th-10th June, 2025	Islam: Eid-al-Adha

Objective 3

To improve diversity in recruitment

To achieve this objective, we plan to Implement targeted outreach programs to increase representation from underrepresented groups within our workforce so that we increase the percentage of application from diverse backgrounds by 10% within the next year.

9. Monitoring arrangements

The School Business Manager will update the equality information we publish, at least every year.

This document will be reviewed by the Full Governing Body at least every 4 years.

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