St. John the Baptist RC Primary School

Equality Information and Objectives Policy

OUR MISSION STATEMENT

"Love one another"

St John the Baptist RC Primary School is a place of learning in which each individual is encouraged to fulfil their own unique potential.
We try always to remember that everyone is special and should be treated with respect.
Our Catholic faith touches every part of our school life, and we try to be a community which has Jesus at the heart of all we do.

Approved by:	Mrs Kathleen McKeating	**Date:** September 2022
Last reviewed on:	September 2021	
Next review due by:	September 2023	

Contents

1. Aims 2
2. Legislation and guidance 2
3. Roles and responsibilities 2
4. Eliminating discrimination 3
5. Advancing equality of opportunity 4
6. Fostering good relations 4
7. Equality considerations in decision-making 5
8. Equality objectives 5
9. Monitoring arrangements 6
10. Links with other policies 6

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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

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

The equality link governor is Mrs Cathy Schofield. They will:

- Meet with the designated member of staff for equality every year, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality, Pauline Barker will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every year to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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 briefing every year

The school 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 minimising disadvantages suffered by people that 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
- 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
- Not discriminate against a pupil or prospective pupil by treating them less favourably because of their: sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.
- Data about any issues associated with particular protected characteristics are reported to the Governing Body as required.

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

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 organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1

Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and make sure that any disadvantages they experience are addressed.

We have chosen this objective to ensure that we are enabling all staff to have the same experiences and adjustments

To achieve this objective we plan to: Have risk assessments in place for any staff who require adjustments

Progress we are making towards this objective: We have spoken to staff to ensure that adjustments and adaptions are made where appropriate.

Objective 2

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To ensure the a safe and fair recruitment process is applied.

To achieve this objective we plan to: Identify staff and Governors involved with the recruitment process and ensure up to date CPD is in place.

Progress we are making towards this objective: We have identified staff and Governors and are sourcing CPD.

Objective 3

Clearly communicate that people with disabilities will not be discriminated against in the recruitment process.

We have chosen this objective to positively display that we are non-discriminatory in our recruitment process.

To achieve this objective, we plan to: Add the 'two ticks' symbol to any future Job adverts. This will communicate to potential applicants that we are positive about people with disabilities. The symbol will be applied on all job adverts, application forms and information, to help address the under-representation of people with disabilities in the school workforce.

Progress we are making towards this objective: Planned to be included in any future adverts. Also up to date safer recruitment training has been scheduled.

Objective 4

Develop our school's Cultural Captial by preparing our children for life in Modern Britain.

We have chosen this objective to ensure that we are preparing our children to live in an ever changing, modern society.

To achieve this objective, we will ensure that the curriculum teaches pupils about issues pertaining to living in a multi-cultural society. We will increase firsthand experiences of multiculturalism.

Progress we are making towards this objective: We have spoken to staff and enhanced our planned visits and visitors to support this objective. One new trip to be added to our annual events will be a visit to a Mosque for all Year 6 pupils.

9. Monitoring arrangements

The headteacher will update the equality information we publish, described in sections 4 to 7, at least every year.

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

This document will be approved by governing board.

10. Links with other policies

This document links to the following policies:

- SEN Information and contribution to the Local Offer
- Risk assessment