

St Joseph's Catholic Primary School

Inspiring everyone to **REACH** through Faith, Hope, Love

At St Joseph's, we strive for academic excellence through encouraging resilience, empathy, aspiration and challenge. We have high expectations for ALL so that we can be 'The best we can be.' With Faith, Hope and Love at the heart of our school family, our children feel safe, secure and supported.



Equalities Policy, Including the school's PSED Objectives

SAFEGUARDING POLICY CROSS REFERENCE

Please read this policy in conjunction with the School Safeguarding Policy alongside the guidance found in the Gloucestershire Safeguarding Children's Board Handbook

www.gscb.org.uk/handbook and the guidance on safer working practices outlined in

www.dcsf.gov.uk/everychildmatters/safeguardingandsocialcare/safeguardingchildren/safeguardingadvisernetwork/sanetwork

Reviewed by:	Nattie Jones
Approved by FGB:	18 th May 2022
Review Cycle:	Every 3 years
Review due:	May 2025
Other relevant policies:	Behaviour, SEND, SIP

Catholicity

Our ethos is one, which nurtures education through the recognition and celebration of all children's experiences and achievements, whatever the context.

Each child is an individual and deserves to be respected and valued as such. Every child is unique and made in the likeness of God. Every child should succeed at their own level and be praised for this success.

Outline

This policy outlines the commitment of the staff and governors to promote equality. This involved tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At St Joseph's Catholic Primary School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics.

Publishing equality information and setting our policy commitments is a requirement of the Equality Act 2010.

The public Sector Equality Duty 2011 has three aims under general duty for schools:

1. Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the Act. By removing or minimizing disadvantages suffered by people due to their protected characteristics.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
3. Foster good relations between people who share a protected characteristic and those who do not. By encouragement people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our school has considered how well we currently achieve these aims with regard to the eight protected equality groups: Race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief and, sexual orientation.

This policy has been drawn up to embrace the requirements of this Act and as a result of discussion within a working party and in consultation with staff, pupils, parents, and governors before being shared with the whole school community.

In compiling the equality information and Action Plan at Appendix 1 we have:

- Identified evidence already in the school of equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.

Responsibility for the policy

All members of the school community have a responsibility for promoting equalities.

The Governing Body has responsibility for ensuring that:

- The school complies with all relevant equalities legislation;
- The school's Equalities Policy is reviewed annually and that equality schemes are easily identifiable (These may be included within the School Development Plan);
- The actions, procedures and strategies related to the policy are implemented;
- They have an overview of all prejudice related incidents of incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.
- That the objectives are reviewed and updated at least every 4 years.
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The Headteacher and Senior Leadership Team has responsibility for:

- Providing leadership and vision in respect of equality, in partnership with the governing body;
- Overseeing and managing the implementation of the equality policy;
- Coordinating the activities related to equality and evaluating impact;
- Ensuring that adults who enter the school are aware of, and comply with, the equalities policy;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents.
- Report back to the full governing board regarding any issues.
- Promote knowledge and understanding of the equality objective among staff and pupils

The school staff have responsibility for:

- The implementation of the school's equalities policy and schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or by any other protected characteristic;
- Following the terms of any equalities legislation.

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 training every year.

Our policy commitments

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:

Equality considerations in decision-making

The following are suggestions only and will need to be adapted depending on your school's circumstances. 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.

Promoting Equality: Curriculum

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality;
- A comprehensive Relationships, Sex and Health Education planning scheme to educate our children, from the vision of the church;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school;
- Opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social backgrounds and sexual orientation. To secure the best possible outcomes, we recognise that:

- Adults in school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement;
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils. This is through our Relationships, Sex and Health Education (RSHE) curriculum and our Personal, Social and Health Education (PSHE) curriculum.
- All pupils are actively encouraged to engage fully in their own learning.

Promoting Equality: The ethos and culture of the school

At St Joseph's, we strive for academic excellence through encouraging resilience, empathy, aspiration and challenge. We have high expectations for all so that we can be 'The best we can be.' With Faith, Hope and Love at the heart of our school family, our children feel safe, secure and supported.

- We are aware that the leaders of the school community are instrumental in demonstrating mutual respect between all members of the school community;
- We strive to make the school welcoming to everyone through openness and tolerance;
- Our children are encouraged to greet visitors to the school with friendliness and respect;
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account of wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of collective worship, classroom and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice through the School Council and pupil conferencing;
- Positive role models are encouraged to participate in the life of the school.

Promoting Equality: Staff recruitment and professional development

- All posts are advertised formally and open to the widest pool of applicants;
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and to ensure equality of opportunity;
- Equalities policy and practice is covered in all staff inductions;
- Regular supply staff and contractors are made aware of the equalities policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Promoting Equality: Countering and challenging harassment and bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to all staff, pupils, parents and governors;
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and all staff are responsible for recording and monitoring incidents;

- The school reports regularly to governors on any prejudice or bullying related incidents recorded on CPOMs.

Promoting Equality: Partnerships

We aim to work in partnership with parents/carers by:

- Taking action to ensure all parents/carers are encouraged to participate in the life of school;
- Maintaining good channels of communication, e.g. through parent forums, to ensure parents' views are captured to inform practice;
- Encouraging members of the local community to join in school activities and celebrations;
- Ensuring that the parents/carers of children in 'vulnerable groups' or pupils with disabilities are made to feel welcome.

Monitoring and Review

The Head Teacher is responsible for equalities and co-ordinating the monitoring and evaluation. They are responsible for:

- Providing updates on equalities legislation and the school's responsibilities;
- Working closely with the governor responsible for this area, who is Mrs Gabriella Tiley.
- Supporting evaluation activities to monitor the impact and success of the policy on pupils from different groups e.g. SEND, children in care, minority ethnic and Free School Meals, in the recommended areas:
 - Pupils' progress and attainment
 - Behaviour and exclusions
 - Attendance
 - Incidents or discrimination and all forms of bullying
 - Participation in extra-curricular activities
 - Staff recruitment and retention
 - Visits and visitors

Measuring the impact of this policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.

Aims of the General Duty

Characteristic			
	What evidence do we hold that we eliminate harassment, unlawful discrimination and victimisation?	How do we advance equality of opportunity for people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Race including colour, nationality, ethnic or national origin	<p>Racist incidents are recorded and monitored by the Headteacher and would be reported to the Local Authority and the governing body.</p> <p>Cultures are celebrated through using a wide range of resources dressing clothes, assemblies, reading books etc and 3 weeks of Awe and wonder across the school</p>	<p>Uniform Policy in place.</p> <p>Involvement and encouragement for everyone to take part in all activities.</p> <p>Supporting families through regular communication for children newly-arrived or newly- English speakers.</p> <p>Work with others schools with more experience of EAL pupils –.</p>	<p>PSHE lessons/assemblies develop individuals and sense of citizenship.</p> <p>Teach languages.</p> <p>Links with other schools both home and abroad.</p> <p>Staff model appropriate behaviour and vocabulary to the children.</p>
Disability	<p>SEN attainment/progress data analysed.</p> <p>PSHE lessons raise awareness and understanding. Staff record whether they 'consider themselves to have a disability' on appointment.</p> <p>Liaise and receive support from outside agencies.</p>	<p>Support staff available/employed to assist children who need help as appropriate.</p> <p>Access to building (eg through pre-school building) sought. (Lower ground only)</p> <p>School building, where possible, accommodates</p>	<p>PSHE lessons/assemblies raise awareness of people with disabilities.</p> <p>Awareness of disability raised through visitors to school</p> <p>Use of buddies who help children who are new, injured or need support.</p>

		<p>people with disabilities. The school audits the school site and produces an accessibility plan Staff training.</p> <p>Use of external agencies to promote access to the curriculum</p>	<p>SEN children supported in and out of lessons</p>
Sex	<p>Attainment data is analysed in gender groups and compared to local/national gaps.</p> <p>Staff adverts are non-gender specific.</p>	<p>Themes of learning takes into consideration boy/girl heavy cohort</p> <p>All clubs open to both sexes.</p> <p>National salary scale for employees.</p> <p>Planned activities of interest to both sexes.</p>	<p>PSHE lessons/assemblies raise awareness of differences, and equality.</p> <p>Alive to the World Resource used in Blessed Teresa's class – other year groups explore changes to their bodies.</p>
Transgender	<p>Not applicable at present time.</p>	<p>Not applicable at current time of publication but we would research, gather views, get expert advice and ensure equality of opportunity.</p>	<p>Deal with on a case by case basis – offering support to child and family</p>
Pregnancy and Maternity	<p>Staff encouraged to share information.</p> <p>Risk Assessments carried out.</p> <p>Flexible time off for antenatal appointments etc.</p> <p>Adjustment to hours of work to current needs with agreement such as part time.</p> <p>Maternity/ paternity Leave.</p> <p>Choice of return date(s);</p>	<p>Pupils taught about difference/different families.</p>	<p>PSHE lessons/assemblies raise awareness of differences and equality. Alive to the world Resource used in Blessed Teresa's class – other year groups explore changes to their bodies.</p> <p>Keep in touch with members of staff on maternity/paternity –</p>

	<p>Provision of childcare facilities for visitors (feeding, changing, etc)</p>		
Age	<p>Admission/Application form for collection of data. Data relevant and confidential in accordance with Acceptable Use Policy. Children are catered for in lessons accordingly. Term of birth an identified group when monitoring and analysing data. DOB of staff not requested on application form to avoid age discrimination. Flexibility in induction for YR based on need and date of birth.</p>	<p>Age appropriate lessons are planned and delivered. Age related opportunities given ie. clubs available for all year groups. Equal opportunities for Governors, staff & children.</p>	<p>Range of adults of different ages working/volunteering in school. Events such as singing for the elderly</p>
Religion, belief or lack of religion/belief	<p>Information collected on admission form and recorded on SIMS Involvement of parents. Celebration of diversity. All religions welcome in our School. Religion of staff collected on Recruitment & Selection. Collective Worship and Inclusion Policy.</p>	<p>Alternative arrangements would be made for other religions.</p>	<p>Religious and non-religious songs sung in collective worship. RE lessons including visitors from other denominations. All children and adults welcome to participate in activities, celebrations etc. Close link with the Catholic Church – weekly visits to school by priest</p>

Being married or in a civil partnership	Staff encouraged to share information	Pupils taught about differences/different families	PSHE-different families same love Raise awareness of differences and
Sexual Orientation	Disclosed information would be kept confidential. The derogatory use of the term 'gay' is unacceptable. Homophobia is not tolerated. Homophobic incidents would be recorded and monitored by the Head Teacher and reported to the governing body and the LA	PSHE children aware that families are different but all special. Support to families as appropriate would be given to same sex relationships.	Support available for adults/children who require help or advice.

EQUALITIES OBJECTIVES
ACTION PLAN

These equality objectives are set to help improve the experience of the range of pupils and adults within the school community.

(To be updated every 4 years – due
Autumn 2026)

Objective	Which protected group(s) will this most affect?	How will we know the objective has been achieved?	Who will lead this action?	Actions (include an end date to each)	Annual progress check
Review staff handbook to include how staff within any protective group are supported	Disability Sexual orientation transgender	Procedures and processes identified to support staff	Heads	Spring Term 2023	
Review policies to ensure equality and that no protected groups are disadvantaged and amended to incorporate	All groups	All policies up to date with references	Head/governors	Summer term 2023	
Review of curriculum design to be fully inclusive, giving equal opportunities for all groups	All groups	Curriculum provision does not discriminate against any protected groups	Head/governors	Spring term 2023	

Staff recruitment and performance management ensures equality with no gender specific target, pregnancy procedure follows statutory guidance (Although Headteacher and Deputy Headteacher position is protected and must be a Catholic)	All groups	Recruitment and appraisals do not discriminate	Head/governors	Autumn term 2023	
Check breakdown of girls/boys participation in extra-curricular activities	Sex	Obtaining data and actions planned if necessary	PE link governor	X3 per year	
Invite people of other faiths for collective worship and other assemblies to share beliefs	Religion & belief	Evidence in children's books/RE SEF	All staff	Weeks of Awe and Wonder X 3 per year	