



St. Anne's Catholic Primary School

Equality Information and Objectives 2023-2024

St Anne's Catholic School Mission Statement

Help all to develop a closer personal relationship with Christ;
Live by, teach and respect the values of the Catholic Church;
Promote honesty, respect, justice, tolerance, kindness and forgiveness.
Provide a welcoming, safe, loving and caring environment;
Treat everyone equally;
Celebrate cultural diversity and the uniqueness of the individual;
Teach our children to look after their world;
Encourage them to be responsible, independent, enthusiastic learners and do their best at all times;
Encourage them to develop their talents;
Offer high-quality teaching through a creative, fun, challenging and broad curriculum;
Work in partnership with families, governors, the parish and the wider community.

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 will:

- 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 will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- 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 training every year.

The school has a designated member of staff for monitoring equality issues, and an equality link governor.

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 pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Produce attainment data each academic year showing how pupils with different characteristics are performing
- Analyse data to determine strengths and areas for improvement, implement actions in response and publish this information
- Identify from data any issues associated with particular protected characteristics which could affect our own pupils

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, holding assemblies dealing with relevant issues. Pupils could be encouraged to take a lead in such assemblies and we could also invite external speakers to contribute
- Working with our local community. This includes organising school trips and activities based around the local community

- We will continue to develop 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.

8. Equality objectives

Objective 1

To 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.

Objective 2

To monitor and analyse the achievement of disadvantaged pupils and act on any trends or patterns in the data that require additional support for these pupils.

Objective 3

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

Objective 4

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.

9. Monitoring arrangements

The headteacher will update the equality information we publish at least every year.

This document will be reviewed by governing body at least every 4 years.

This document will be approved by governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND Policy and Information Report

Date agreed by Governing Body on 20.06.2023	Signature of Chair or Vice Chair
Date agreed for review June 2027	Frequency of Review Every 4 years
Responsibility for Review	