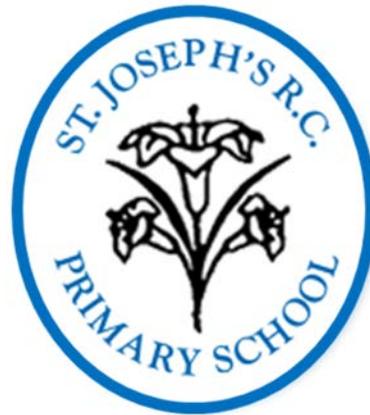


**The Federation of
Our Lady Queen of Martyrs, Esh Winning &
St Joseph's, Ushaw Moor RC Primary Schools**



*“Living, loving and learning together,
with our eyes focused on Jesus.”*

Equality Information & Objectives

Head Teacher: Mrs L Keenan

Chair of Governors: Mrs C Purcell

Date of Implementation: May 2018

Date of Review: May 2022

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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
- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide positive non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity
- Make inclusion a thread that runs through all of the activities of the school

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 equality link governor will:

- Meet with the head teacher termly, 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 amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All staff will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- Promote an inclusive and collaborative ethos in their classroom
- Incorporate the principles of this policy into the curriculum

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.

The head teacher monitors equality issues, and there is 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 which 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 showing how pupils with different characteristics are performing (where numbers allow for anonymisation)
- 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 homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues 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, 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

8. Equality objectives

Objective 1: *Staff will have access to relevant, regular equality training*

Why we have chosen this objective: To ensure all staff are aware of legal and moral responsibilities with regard to equality.

To achieve this objective we plan to: Add Equality Training to school training programme

Progress we are making towards this objective:

Objective 2: *To ensure that Head teacher, Governors and the SLT know about their responsibilities in the recruitment and selection of staff.*

Why we have chosen this objective: To ensure equal opportunities for staff.

To achieve this objective we plan to: Add Equalities awareness to Governing Body Agenda annually.

Encourage Safer Recruitment Training. School & Governors to follow LA guidelines as part of recruitment process.

Progress we are making towards this objective: HT completed Safer Recruitment Training – 4th Feb 2018

Objective 3: *To continue to arrange visits to a variety of religious establishments and to continue to invite visitors into school from different communities.*

Why we have chosen this objective: To promote cultural development and understanding through a rich range of experiences both in and beyond the school.

To achieve this objective we plan to: Celebrate cultural events throughout the year to increase pupils awareness and understanding of different communities.

Progress we are making towards this objective: Visitors have been welcomed into school this academic year, e.g. Cloud Singh, Abi Atkinson, CAFOD. We have promoted and made children aware of other cultures through activities and lessons e.g. Chinese New Year, Judaism RE Unit, Wheelchair basketball.

Objective 4: *To monitor and analyse pupil attainment and progress by ethnicity, gender and disadvantage.*

Why we have chosen this objective: To ensure that all groups within school including those with protective characteristics feel valued and achieve well in school

To achieve this objective we plan to: Analyse pupil progress data to identify any support / interventions that may be required.

Progress we are making towards this objective: Data is analysed termly.

Objective 5: *To ensure that all resources and the curriculum promote equality and diversity across the school and do not promote stereotypes but provide good role models.*

Why we have chosen this objective: To ensure that all groups within school including those with protective characteristics feel valued and achieve well in school

To achieve this objective we plan to: Complete curriculum audits, raise awareness with staff and children to be able to identify when material is not appropriate and fully inclusive so it may be replaced

Progress we are making towards this objective: School reading scheme has been fully replaced with an updated scheme

Objective 6: *To ensure the needs of SEND pupils are met when planning an out of classroom activity, trip or a special event.*

Why we have chosen this objective: To ensure that all groups within school including those with protective characteristics feel valued and achieve well in school

To achieve this objective we plan to: Specific details of SEND pupils to be written on risk assessments. Class teachers to consult with SENCO regarding trip and pre visit arranged to ensure safety for SEND child.

Progress we are making towards this objective: No child has been excluded from a trip owing to SEND

9. Monitoring arrangements

The Head Teacher and SENDCOs will update the equality information we publish at least every year.

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

This document will be approved by the Governing Body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour Policy