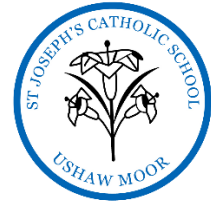


The Federation of Our Lady Queen of Martyrs, Esh Winning & St Joseph's, Ushaw Moor Catholic Primary Schools



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



Equality Information and Equality Statement and Objectives

February 2023

We, at The Federation of Our Lady Queen of Martyrs, Esh Winning, and St Joseph's, Ushaw Moor, Catholic Primary Schools are committed to equality.

The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum, and the right to a learning environment, which dispels ignorance, prejudice or stereotyping.

We aim for every pupil to fulfil their potential, no matter what their background or personal circumstances. We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must, under the general duty of public sector equality duty, in the exercise of our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the schools' provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

We will have due regard to advancing equality of opportunity including making serious consideration of the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristics that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of ‘due regard’

- awareness – all staff know and understand what the law requires
- timeliness – implications considered before they are implemented
- rigour – open-minded and rigorous analysis, including parent/pupil voice
- non-delegation – personal development cannot be delegated
- continuous – ongoing all academic year
- record-keeping – keep notes and records of decisions and meetings. We welcome the opportunity to be transparent and accountable.

To this end we fulfil the specific duties of the Act by:

- publishing our equality information
- publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Pupils:

Age	We have pupils from the age of 4 to 11 years old in our school.
Disability	Our numbers are so small; it would be inappropriate to publish this information. We ensure reasonable adjustments are made where appropriate
Gender reassignment	We support any pupil considering gender reassignment
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when required. We also signpost to the Young Parent Group, run by Durham LA SEND and Inclusion Service.
Race/Ethnicity	Our numbers are so small; it would be inappropriate to publish this information.

English as an additional language	Our numbers are so small; it would be inappropriate to publish this information.	
Religion and belief/No belief	Our numbers are so small; it would be inappropriate to publish this information.	Our numbers are so small; it would be inappropriate to publish this information.
Special educational needs and disabilities	26% of our children are identified as having special educational needs or disabilities.	33% of our children are identified as having special educational needs or disabilities.
Sex	49% female 51% male	54% female 46% male
Sexual orientation	We support all our pupils regardless of sexual orientation	
Pupil premium	19% of our children are eligible for pupil premium	32% of our children are eligible for pupil premium

Equality Objectives

Every four years we publish specific and measurable objectives, based on the evidence we have collected and published. The objectives which we identify take into account national and local priorities and issues, as appropriate.

We keep our objectives under review and report annually on progress towards achieving them. We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights.

We adhere to the Equality and Human Rights Commission (EHCR) statement:

To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage are more appropriate.

Equality Objectives 2023-2027

1. To introduce a specific, progressive curriculum which allows for discussion, inclusion and understanding of the protected characteristics.
2. To monitor the protected characteristics of newly recruited staff.
3. To increase pupils' awareness of different family relationship structures.

Next Review: February 2024

Headteacher: Mrs Louise Keenan

Chair of Local Governing Committee: Mrs Christine Coxon