

## **Equality and Diversity Information**

*This information was updated in December 2022*

St Joseph's Primary is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

The information published here meets the requirements under the following legislation:

<https://www.legislation.gov.uk/ukxi/2014/1530/contents/made>

- [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](#).

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

### **We eliminate discrimination by:**

- Adopting a Behaviour Policy and an Anti-bullying policy which ensures that all children feel safe at school and that any prejudicial bullying is addressed.
- Reporting, responding to and monitoring all racist incidents thoroughly.
- Regularly monitoring the curriculum to ensure that it meets the needs of all pupils and that it promotes respect for diversity and challenges negative stereotyping.
- Ensuring that, where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

### **We foster good relations by:**

- Ensuring that St Joseph's Primary School is seen as a community school within our local area.
- 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.
- Ensuring that collective worship includes stories from a range of cultures and religions and promotes the values of acceptance, fairness, compassion, justice, and respect.
- Holding assemblies and focus weeks dealing with relevant issues.

## **Equality objectives (December 2022)**

### **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 is accessible to pupils with disabilities, has equivalent facilities for gender difference

### **Equality Objectives**

#### **Objective 1**

To help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children. We aim to support families with children who have poor attendance as this is a key barrier to progress and future opportunity.

We will monitor the use of seclusion/exclusion for different groups, including those groups with a disproportionately high rate of exclusion.

We aim to prevent and tackle the bullying of children and young people, particularly prejudice based racist, sexist and homophobic bullying.

#### **Objective 2:**

To Implement the TenTen Relationships Education and Relationships and Sex Education programme for Catholic Schools in order to promote a positive and healthy understanding of human relationships in line with the teaching of the Catholic Church.

#### **Objective 3**

To ensure that staff recruitment complies with the Equality Act and that all staff are aware of and follow the school's Equality Policy. We will foster good relations between people who share a protected characteristic and those who do not. This will be measured by reviewing the policy on a timely basis, effective staff induction and on-going CPD.

Monitoring arrangements: The Board of Directors will update the equality information we publish, [described in sections 4-7 above], at least every year. This document will be reviewed by Board of Directors at least every 4 years. This document will be approved by the Board of Directors.

### **Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEND Strategy

In order to advance equality within the school, and in order to comply with the public sector equality duty, we have set the following equality objectives:

- To ensure all staff receive training in the Equality Act, and that this is incorporated into our induction programme.
- To ensure the school environment is as accessible as possible to pupils, staff and visitors (see Accessibility Plan)
- To close the gap in attainment between boys and girls at the end of Key Stage 2 (reading, writing and Maths combined)