



## Equality Information and Equality Objectives for St Godric's RC Primary School

### Equality Act 2010 St Godric's RC Primary Schools' provision of the public sector equality duty

**Date: September 2018**

*We love, value and respect each other.*



*'All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis'.*

*.Article 2 of the United Nations Convention on the Rights of the Child.*

We at St Godric's RC Primary School are committed to equality. We aim for every pupil to fulfil their potential no matter what his/her 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)

Age and marriage and civil partnership are NOT protected characteristics for the schools provisions for 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** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & 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 aged from 4 to 11 years old in our school.
Disability	Our numbers are so small it would not be appropriate to publish this information We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We support any pupil towards gender reassignment.
Pregnancy and maternity	We comply with our equality duty and have planned to deliver education on site if and when

	required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / ethnicity	Our percentage of pupils from ethnic backgrounds is 21%
EAL (English as an Additional Language)	11% of pupils have English as an Additional Language
Religion and Belief / no belief	91% of our pupils are baptised Roman Catholic. 8% of our pupils are Christian denominations 0.5% of pupils are from other World Faiths 1% of pupils have no religious affiliation
SEND	7% pupils identified with a Special Educational Need.
Sex – male/female	51% female 49% male
Sexual orientation	We support all pupils regardless of sexual orientation
Pupil Premium	6% pupils eligible for a Pupil Premium

**We will update our equality information at least annually**

### **Equality Objectives**

Every four years we formulate and 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 equality objectives under review and report annually on progress towards achieving them.

### **Equality objectives for 2018-2019**

1. To increase pupils' awareness of different family and relationships structures and their understanding of these.

Why: Pupils have limited experience of different and family relationship structures.

We will: Add books to our library selection which highlights this.

2. To increase pupils' awareness and understanding of other cultures.

Why: The majority of our pupils are White British, however a number of our children come from other cultures and countries.

We will: Host an international week where parents from other countries/backgrounds are invited in to talk to the children in the same class as their children.

3. To achieve the Rights Respecting School Award

Why: So that children know that their rights are being met and in turn that they can ensure that the rights of children are met locally, globally and nationally.

We will: achieve the Gold RRSA

**We will update our equality objectives every four years and will publish progress on them annually**

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 as a whole, 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 is often more appropriate

**Headteacher:** *Mrs CM Craig*

**Chair of Governors:** *Mr Mark Stephenson*

**Date:** **9.9.18**