



EQUALITIES STATEMENT

Public Sector Equality Duty

In order to comply with the Public Sector Equality Duty (PSED), schools must publish their equality objectives statement – a declaration of aims that ensures equality for all members of the school's community.

St. Gregory CEVC Primary School Equality Objectives Statement

We welcome our duties under the Equality Act 2010, The school's general duties, with regards to equality are:-

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

What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are:-

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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.

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 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

The Deputy headteacher 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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 7.

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.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Share attainment data each academic year showing how pupils with different characteristics are performing
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim children, on request of parents, to be withdrawn from Collective Worship)

- 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 activities)

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

- Analyse data to determine strengths and areas for improvement. Implement actions in response.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic language being used)

How does St Gregory comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's long established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- RSHE Policy
- Accessibility plan
- Equality policy
- SEND policy
- Behaviour and anti-bullying policy

St Gregory prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty. Some of these are;

- Active promotion of Christian values whilst remaining inclusive
- Promoting the rights of each individual as outlined in the United Nations Charter through our ethos, behaviour policy and curriculum content.
- Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops
- Promoting tolerance and mutual respect through black history month projects and celebration
- Taking steps to meet the needs of individuals – for example, withdrawal from prayer and worship and promoting friendship groups
- Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum. This includes teaching in RE, RSHE and other subjects. In English, a variety of text from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum.
- Disability awareness day/s supported by CITC
- Ramp and access to the school premise and building eg toilets.
- Leading on assemblies to explore and deal with relevant issues
- Fundraising for many charities
- Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Supporting all staff and children to reach their potential
- Interventions to maximise the progress of all groups of children
- Encouraging children to participate fully in all activities – for example; after school clubs, sport lunchtimes, choir
- Curriculum trips that meet the needs of all children
- Active promotion of the school Behaviour policy

- Active promotion of the school Anti-bullying policy
- Global Policing service level agreement; supporting our work with groups of children, our behaviour policy and working with our community.
- Service level agreement with Music therapy
- Pupil participation in responsibility groups such as School Council and Eco Committee

Equality objectives (2019-2023)

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually and objectives published at least once every four years.

- To raise the pupil voice by giving the children more responsibility across the school.
- To ensure that attendance is above the National level.
- To raise the attainment and progress of disadvantaged children to close the gap with their peers.

Latest review: Sept 2022