

The Federation of St Cuthbert's & St Sebastian's Catholic Primary Schools



Equality information &
Objectives
September 2020

St. Cuthbert's Catholic Primary
& Nursery School

Our Mission Statement



We the pupils, parents, and staff of St Cuthbert's strive to create a caring, educational community where; Christian principles and standards are upheld, each person is valued and the spiritual, aesthetic and moral growth of individuals, as well as their intellectual and physical needs are met.

St. Sebastian's Catholic Primary
& Nursery School

Our Mission Statement



Our school aims to be a community which reflects real Gospel values of love and forgiveness. A community in which each individual, child or adult can work and develop in an atmosphere of mutual respect and understanding; so as to broaden their appreciation of the world, its cultures and its people.

Study - Sanctity - Service

Aims

The Federation of St Cuthbert's, St Sebastian's (including FOD & Ext 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.

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

Our Governors will:

- ✓ Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school community, 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 head teacher.

The equality link governor is Jenny Powel. They will:

- ✓ Meet with the designated member of staff for equality every Autumn and Spring Term, and other relevant staff members, to discuss any issues and how these are being addressed.
- ✓ Ensure they are familiar with all relevant legislation and the contents of this document.
- ✓ Attend appropriate equality and diversity training.
- ✓ Report to the full governing board regarding any issues.

The Head teacher 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 designated member of staff for equality is Lorraine Fay and will:

- ✓ Support the head teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils.
- ✓ Meet with the equality link governor every Autumn and Spring Term to raise and discuss any issues.

- ✓ Support the head teacher 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 8.

Eliminating discrimination

The Federation of St Cuthbert's, St Sebastian's (inc FOD & Ext Sch) 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. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training on an annual basis coinciding with CP & Safeguarding training. The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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.
- ✓ 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.

Fostering good relations

The Federation of St Cuthbert's and St Sebastian's aim 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, the federation of St Cuthberts, St Sebastians (inc FOD & Ext Sch) School Councils have representatives from different year groups (Y2-Y6) 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.

Equality considerations in decision-making

The Federation of St Cuthbert's, St Sebastian's (inc FOD & Ext Sch)'s 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 gender equivalent facilities

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality objectives

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

The landmark Declaration, adopted by the General Assembly on 10 December 1948, reaffirms that "All human beings are born free and equal in dignity and rights" and that "everyone is

entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as religion, race, colour or gender.

As catholic schools we our mission statements are to follow the Gospel values of love and forgiveness and by doing so we embrace equality in everything we think, do and say:

School Mottos

St Cuthbert's	St Sebastian's
In love with Christ: Be the best I can. Be kind to one another. Amen	Only my best will do. Be kind to one another. Amen

Objective 1: To promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

Objective 2: To promote the celebration of diversity including religion, sexual orientation, ethnicity, gender & disability in a bid to reduce language of prejudice.

Objective 3: To monitor and promote the involvement of all groups of students in the extra-curricular life of the school, including leadership opportunities, especially students with special educational needs.

Objective 4: To close gaps in attainment and achievement between students and all groups of students; especially boys and girls, pupil premium, students with special educational needs and disabilities, looked after children and students from different heritage groups.

Objective 5: To continue to monitor and improve accessibility across the school for students, staff and visitors with disabilities.

To achieve our objectives we:

- ✓ Deliver the Come & See Curriculum
- ✓ RSHE
- ✓ PSHE
- ✓ P4C
- ✓ LSSP
- ✓ Extensive extra-curricular activities: sport & arts (including dance, drama, & music)

- ✓ SEND provision
- ✓ Pupil Premium Strategy Review
- ✓ Emotional Literacy
- ✓ HR protocol
- ✓ Curriculum provision
- ✓ DfE Educate Against Hate contributions
- ✓ Community cohesion

Supportive Awards:

- ✓ School of Sanctuary Award
- ✓ International School Award
- ✓ Optimus well-being Award
- ✓ Health & Wellbeing Award
- ✓ School Games Platinum Award (Youth Sports Trust)

Progress towards achieving objectives:

- ✓ Inspection 48
- ✓ Section 5 / Section 8
- ✓ SDP
- ✓ Budget priorities
- ✓ External accreditations
- ✓ Continual review of the curriculum offer
- ✓ Health & Wellbeing reviews – staff
- ✓ Risk Assessment Offer
- ✓ Sickness returns – amended following staff feedback
- ✓ Emotional literacy

Monitoring arrangements

The governors will publish and update the equality information on an annual basis.
This document will be reviewed every 4 years by the Governors.
This document will be approved by the safeguarding committee.

Links with other policies

This document links to the following policies:
Accessibility Plan

Risk Assessment
Child Protection
Safeguarding
SEND
Behaviour
All HR & Curriculum policies

Policy Review

Compiled October 2020 by L. Fay, C. Bellis-Knox & J. Mulligan
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