

# Equality Duty Policy and objectives



## Our Lady & St Brendan's Catholic Primary School

### Mission

To promote excellence in life-long learning, embedded in the values and beliefs of the Catholic faith

This policy has been developed within the spirit and context of our Mission Statement

### **1. 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 Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

### **2. 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.

### **3. Roles and responsibilities**

The governing body 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

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

### **4. How does Our Lady & St Brendan's 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:

British Values Policy Statement  
Accessibility Plan  
Equality Policy  
SEND Policy (Local Offer)  
Behaviour Policy  
Anti-Bullying Policy  
Religious Education Policy  
Mental Health Policy

Our Lady & St Brendan's 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 British Values.
- Active promotion of the Our Lady & St Brendan's Behaviour policy
- Active promotion of the Gospel values whilst remaining inclusive
- Assemblies to explore and deal with relevant issues; including CAFOD assemblies to support social teachings
- Fundraising for many charities
- Other Faiths weeks – promoting mutual respect and tolerance
- Monitoring and evaluating the attainment and progress of all pupils
- Monitoring & evaluating the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Interventions to maximise the progress of all groups of children
- Encouraging children who have a particular character to participate fully in all activities – for example, after school clubs, sport lunchtimes, music
- Service level agreement with a counselling service (Catholic Care)
- Curriculum trips that meets the needs of all children
- Community projects
- Supporting all staff and children to reach their potential

## **5. Equality objectives**

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.

Objective 1: To narrow the gap between the progress made by 'all' children and that made by disadvantaged pupils in Key Stage 2 Mathematics.

Objective 2: Train all members of staff and governors on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Objective 3: To implement recommendations from ‘Leading a Mentally Healthy School’ CPLD across school

<b>Date adopted</b>	January 2019		Notes
<b>Last Reviewed</b>			School Policy
<b>Review Cycle</b>	Annually		
<b>Author/Owner</b>	Governing Body		