ST MARY'S RC HIGH SCHOOL

EQUALITY INFORMATION AND OBJECTIVES STATEMENT

Document/Policy owner: Bursar

Document/Policy approver: Headteacher

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Review frequency: Published equality information – annually; Equality objectives – 4 yearly

Next review date: Published equality information - May 2024; Equality information - May 2027

1. AIMS

St Mary's RC High School (the 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.

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;

Ensure that the published equality information is updated at least every year, and that the objectives 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. 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. 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.

5. 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 (eg pupils with disabilities, or pupils who are being subjected to homophobic bullying);

Taking steps to meet the particular needs of people who have a particular characteristic (eg enabling Muslim pupils to pray at prescribed times);

Encouraging people who have a particular characteristic to participate fully in any activities (eg encouraging all pupils to be involved in the full range of school societies);

In fulfilling this aspect of the duty, the school will report on its ensuring of equality of opportunity to the governors via the safeguarding committee.

6. FOSTERING GOOD RELATIONS

The school aims 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, RSE, 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, our school council has representatives from different year groups 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 will 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.

7. 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:

Cuts across any religious holidays;

Is accessible to pupils with disabilities;

Has equivalent facilities for boys and girls.

Such factors and considerations will inform the risk assessment and trip/activity proposal.

8. EQUALITY OBJECTIVES

Objective 1: Promotion of cultural understanding, awareness and respect of different religious beliefs between different ethnic groups within our school community;

Objective 2: 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 and disabilities;

Objective 3: Actively close gaps in attainment and achievement between students and all groups of students especially students eligible for free school meals, students with special educational needs and disabilities, looked-after children, and students from minority ethnic groups;

Objective 4: Continue to improve accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas;

Objective 5: Endeavour to ensure that the staff body and representation of staff in leadership roles is reflective of the local community;

Objective 6: Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.

9. MONITORING ARRANGEMENTS

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by headteacher at least every 4 years.

This document will be approved by the headteacher.

10. LINKS WITH OTHER POLICIES

This document links to the following policies/documents:

Accessibility plan;

Safeguarding policy.

This document/policy was approved by the headteacher on May 2023.

Signed: ..... Stuart Wetson Headteacher