



**St Paul's Catholic Primary School**  
**United Through Jesus in Faith, Love and Learning**

**Policy:** **EQUALITY INFORMATION AND OBJECTIVES STATEMENT**

**Date of adoption:** The Governing Body of St. Paul's Catholic Primary School ('the School') adopted this policy – **JANUARY 2020**

**Date of review:** This policy will be reviewed - **JANUARY 2024**

## **EQUALITIES STATEMENT**

### **The ethos of St. Paul's:**

**As a Catholic school we recognise our duties under the Equality Act 2010 and we are totally committed to treating everyone with dignity and respect. All children, staff, governors, families and visitors are treated as individuals with their own abilities, challenges, attitudes, backgrounds and experiences.**

**We believe that all children should have a positive faith experience that is reflected in the way they live their life.**

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, sex, age, race, religion or belief, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

Please note: *'As a minimum requirement the Bishops' Conference (all Bishops of England and Wales) expect that the posts of headteacher or principal, deputy headteacher or deputy principal and head or co-ordinator of religious education are to be filled by practising Catholics'*

<http://www.portsmouthdiocese.org.uk/schools/docs/110914-CES-Memorandum-on-Appointment-of-Teachers.pdf>

### **As a school we acknowledge our responsibility to:**

- Publish equality objectives every four years
- Publish information annually to demonstrate their compliance with the general Equality Duty

### **Roles and responsibilities, commitment and accountability**

Equality issues will be embedded into the work of this school by:

## **EQUALITIES INFORMATION AND OBJECTIVES STATEMENT**

- Paying **due regard** to equality issues within all our key policies, planning, decision making processes and performance management.
- Ensuring that our planning contributes towards our equality objectives
- Ensuring that arrangements are in place to monitor and report on our progress against our objectives and
- Ensuring that we engage effectively with our pupils, staff, parents and local communities in planning, delivering and monitoring the objectives
- Ensuring staff understand that they have a responsibility in their day-to-day work to eliminate discrimination, challenge inappropriate language and behaviour and to respond appropriately to incidents of harassment and discrimination and to report these and also to encourage pupils to do the same

### **Diversity Report updated September 2019**

St Paul's has 311 children on roll with 51% girls and 49% boys. There are 4 male members of staff out of a total of 41 current staff. 43% of the pupils at this school are of ethnicity other than White British. 3% of the pupils are eligible for Free School Meals. 4% of pupils are eligible for Pupil Premium funding. 8% of pupils receive Special Educational Need support (including those with statements). 0.6% of pupils have a statement of Special Educational Needs.

### **Equality Objectives 2019 23**

The following objectives were discussed by the Strategic Team and Chair of Governors and agreed at the governing body board meeting on

The table below will be used for reporting progress against objectives and evaluating the work throughout the year at Admissions and Community Committee meetings.

St Paul's Catholic Primary School  
**EQUALITIES INFORMATION AND OBJECTIVES STATEMENT**

Objective	Success criteria	Lead person	Evidence	Evaluation
To ensure equality at St Paul's Catholic school To tackle prejudice and promote understanding in relation to people from other cultures. faiths or with disabilities.	Children understand that all people are different, but all made in the image of God Adults reading the newsletter will deepen their faith  For staff and parents to be familiar with the principles of the equality plan	HT/SLT	Planning of lessons and displays in school will be inclusive  RE planning (God Matters SOW) Weekly newsletters  Differences in cultural backgrounds will positively promote enjoyment and achievement (International day)	
Develop our knowledge of the needs of children with EAL/SEND and the provision made for them in the classroom.	Children with EAL/SEND will make as much progress as their peers.	SENDCo SLT	Pupils performance will be analysed and should show evidence of progress.	
Whilst introducing new policies, assess the potential impact on equalities (positive and negative)	All new polices will highlight evidence that their potential impact on equalities have been considered and minutes will reflect discussions on equalities responsibilities	Clerk to Govs SLT	New policies Minutes of governor's meetings	
To continue to develop a clearer whole school approach to monitoring incidents of any form of bullying between any groups and respond to these accordingly	All children and staff will have a clear understanding of what bullying is and how to respond or react when an incident occurs	SLT	Anti-bullying statements in all classes Children able to articulate what bullying means Staff meeting minutes Children are confident that they know how to respond if it happens to them or a friend CPom reporting	
To close the attainment gap and monitor all groups (PPG, EAL, boys/girls,) to ensure that no group is disadvantaged and that support is afforded to specific groups where needed to raise attainment and progress"	All children will attain the same standards as their peers	PP Champion SENCo SLT Class teachers	Children will take risks..... Have access to activities they would not have had.... Attain 'secure' at the end of the year	
To promote cultural development and understanding through a rich range of experience, both in and beyond the school	Children understand aspects of other cultures and faiths  Staff knowledge will be enhanced	Allstaff (God Matters) Parents Speakers	Staff training/books/displays/ Liturgies	

St Paul's Catholic Primary School  
**EQUALITIES INFORMATION AND OBJECTIVES STATEMENT**

Office use only:

<b>Date of Adoption:</b>	January 2020	<b>Date of Review:</b>	January 2024 (every 4 years)
<b>Author:</b>	B.Canning	<b>Committee responsible for Review:</b>	Admissions & Community
<b>Version:</b>	1.0	<b>APPROVED</b>	28.01.20