



POLICY – EQUALITIES STATEMENT & PROCEDURES

Date of Adoption:	DECEMBER 2023	Date of Review:	DECEMBER 2027
Author:	R CHAMBERS	Committee responsible for Review:	FGB
Version:	APPROVED AT FGB		06.12.2023

Office use only:

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. We believe in the dignity of the human person, and that all people are made in the image of likeness of God and we treat all children, staff, governors, families and visitors 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, as evidenced in our Seven Principles of Catholic Social Teaching.

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'*
<https://portsmouthdiocese.sharepoint.com/:w/s/CASOWebsiteDocumemntLibrary/EdU-dU7nl7xJgfkTqbXDf1wBwcwaVd6FOZBdqPbOdICweg?rtime=ZC-qnpDv20g>

As a school we acknowledge our responsibility to:

St Paul's whole school community (all staff, governors, parents and volunteers working in the school) are committed to safeguarding and promoting the welfare of our children. At St Paul's we recognize our duties under the Equality Act 2010. Everyone has the right to be treated with dignity and respect.

St Paul's Catholic Primary School

- Publish equality objectives every four years
- Publish information annually to demonstrate how we are complying with the Public Sector Duty

Roles and responsibilities, commitment and accountability

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

- 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
- 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 November 2023

St Paul's has 298 children on roll with 49% girls and 51% boys. 55% of the pupils at this school are of ethnicity other than White British. 71% of pupils are Catholic. 29% of pupils are of other or no faith. 4% of the pupils are eligible for Free School Meals. 4% of pupils are eligible for Pupil Premium funding. 15% of pupils receive Special Educational Need support (including those with an EHCP). 1% of pupils have an EHCP.

Equality Objectives 2023-27

Objective	Success criteria	Lead person	Evidence	Evaluation
To raise boys' attainment in reading and writing so that it is in line with that of girls in all year groups	There will not be a significant difference between the attainment of boys and girls by the time they complete KS2 tests.	HT/SLT	KS2 results Monitoring of data as children move through the school to ensure cohorts needing specific intervention are identified and supported.	



United Through Jesus in Faith, Love and Learning

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To monitor and analyse pupil achievement by gender, SEND and EAL and act on any trends or patterns in the data that require additional support for any groups of pupils.	There will not be a significant difference between attainment of children with protected characteristics and those without when they complete KS2 tests.	HT / SLT / SENDCo	KS2 results Monitoring of data as children move through the school to ensure cohorts needing specific intervention are identified and supported.	
To monitor behaviour incidents which involve prejudice or discrimination against any of the protected characteristics and deal with such incidents in a way that improves children's understanding of the need to respect these differences.	Any incidents will be dealt with consistently and recorded correctly. Number of incidents will reduce over time.	HT / SLT All staff	Records of incidents on CPOMs and actions taken	
To continue to promote understanding and respect for differences and to celebrate the diversity of culture within our school.	St Paul's will continue to be seen as a school where 'pupils welcome others from all backgrounds, countries or religions with open arms.' (Ofsted 2023)	HT / SLT All staff	RE & RHE planning and lessons Days of celebration throughout the year – International Day, recognition of festivals for a range of faiths, Seven Principles of CST	

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