



Roman Catholic Diocese of Hexham and
Newcastle

St Mary's RC Primary School: Equality Information and Objectives



Excellence, inspired by Gospel values

Headteacher: Mr David Miller

Chair of Governors: Mrs Michelle Harris

Date: January 2018

Date for Review: January 2019

EQUALITY INFORMATION AND EQUALITY OBJECTIVES
for
St Mary's RC PRIMARY SCHOOL

Equality Act 2010

St Mary's RC Primary Schools' provision of the public sector equality duty (PSED)
November 2016

St Mary's RC Primary School is a welcoming, friendly and inclusive school committed to encouraging every pupil to fulfil their potential no matter what his/her background or personal circumstances.

Every child with his/her individual needs is a unique gift from God.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty (PSED) in the exercise of our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the public sector equality duty.

The protected characteristics for the school's provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard':

Awareness - all staff know and understand what the law requires

Timeliness - implications considered before they are implemented

Rigour - open-minded and rigorous analysis, including parent/pupil voice

Non-delegation - the PSED cannot be delegated

Continuous - ongoing all academic year

Record-keeping - keep notes and records of decisions & meetings

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ Publishing our equality information
- ✓ Publishing our equality objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information:

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil or staff member can be identified.

Staff:

Age	Figures change - we comply with our equality duty.
Disability	100% staff gave information. 0% of staff recorded a disability. We ensure reasonable adjustments are made where possible.
Gender Reassignment	We support any staff member towards gender reassignment.
Marriage & Civil Partnerships	Figures change - we comply with our equality duty.
Pregnancy & Maternity	Figures change - we comply with our equality duty.
'Race' / Ethnicity	100% staff gave information. Our staff profile comprises: 100% White British

Religion and Belief / No Belief	100% staff gave information. Our staff profile comprises: Roman Catholic, Christian c of E, Methodist
Sex - Male/Female	85% Female 15% Male
Sexual Orientation	We support all staff members regardless of sexual orientation.

Pupils:

Age	We have pupils aged from 4 to 11 years old in our school.
Disability	100% information given. 1% of pupils recorded a disability. We ensure reasonable adjustments are made where possible.
Gender Reassignment	We support any pupil towards gender reassignment.
Pregnancy & Maternity	We comply with our equality duty and have planned to deliver education on site if and when required, or offer a place at the Young Parent Group run by the SEND & Inclusion Service.
'Race' / Ethnicity	100% information given. 94% White British 3.5% Other White 1% White & Asian 0.5% White Irish 1% Other Ethnic group
EAL (English as an additional language)	100% information given. 5% EAL Comprising: 95% English, 4.5% Polish, 0.5% Japanese
Religion and Belief / No Belief	100% information given. 79% Roman Catholic 12% Christian 6.5% No Religion 0.5% Buddhist 2% Other Religion
SEND	19 pupils identified with a Special Educational Need
Sex - Male/Female	45% Female 55% Male
Sexual Orientation	We support all pupils regardless of sexual orientation.
Pupil Premium	16% pupils are eligible for Pupil Premium funding

Information correct as of 19th January 2017
We update our equality information annually.

Equality Objectives

Our equality objectives are:

1. To ensure that every child in our care is valued, respected and encouraged to fulfil their potential irrespective of their level of need, background or personal circumstances.
2. To continue to provide positive, non-stereotyping information about gender roles, diverse ethnic and cultural groups and disabled people so that the principles of fairness and equality are embedded across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.
3. To provide a secure and accessible environment in which all of our children can achieve.
4. To improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity.
5. To increase staff awareness of responsibilities under the Equality Act and for all staff to undergo equality training.

We will update our equality objectives every four years and will publish progress on them annually in our equality information.

We adopt a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We adhere to the Equality and Human Rights Commission (EHCR) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

Though the Act refers to 'race', the use of ethnic/ cultural origin, background or heritage is often more appropriate

Policy Review

The Equality Information and Objectives will be reviewed on an annual basis.

This policy was reviewed by Governors on: January 22nd 2018

Signed:

Name: (Headteacher) Date:

Name: (Chair of *Governors*) Date: