

St John Fisher Catholic Primary School

Growing through God we Learn, Love and Laugh

Equality Duty Statement

Agreed Autumn 2017

The Equality Act 2010 has replaced all previous Equality Legislation in Race Relations (Amendment) Act, the Disability Discrimination Act and the Sex Discrimination Act.

Every member of the school community should feel safe, secure, valued and of equal worth. At St John Fisher equality is a key principle for treating all people the same. The school does not discriminate against anyone; either directly or indirectly, with the following protected characteristics:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

(These are called 'protected characteristics' under the Equalities Act 2010)

The general duty has three parts to which public authorities must pay due regard:

- a) To eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act.
- b) To advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) To foster good relationships between persons who share relevant protected characteristics and persons who do not share it.

Schools and Local Authorities have two sets of specific duties:

1 To publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty (see above)

2 To prepare and publish specific and measurable objectives which they will pursue over the coming years to achieve the three aims.

In line with The Equality Act 2010, the following statement demonstrates the school's commitment to providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

Currently we have 207 pupils on role.

The great majority of the children are from White British Heritage. The proportion of minority ethnic groups is extremely low and a small number of pupils have a disability or medical need. We currently have 11% of children with special educational need and on support plans and 2% on Education Health Care plans. (Figures accurate December 2017)

At St John Fisher Catholic Primary School, we are committed to ensuring equality of education, opportunity and treatment for all employees, pupils and any others involved in the school community particularly those who share relevant protected characteristics. We aim to ensure that those with relevant protected characteristics are not treated less favourably in any procedures, practices or service delivery, while also developing a culture of inclusion and diversity in which people feel free to disclose their needs and participate fully in school life. The achievement of all groups will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to ensure the school environment is accessible as possible.

At this school we believe that diversity is a strength which should be respected and celebrated. By those who learn, teach and visit here.

How we achieve this:

Identify groups (who share relevant protected characteristics) within our school community.

Actively engage and consult our school community in creating our Equality Scheme.

Ensure all staff and governors are aware of the Equality Act and their duties under this.

Promote positive role models throughout school life and delivery of the curriculum.

Gather data on the achievement and attainment of pupils who share relevant protected characteristics.

Embed Equality in our school ethos.

Regular monitoring of progress against objectives set in the Equality and related action plans.

Systematically impact assess all school policies and practices to ensure they comply with the duties under the Equality Act.

Ensure Equality requirements are built into procurement contracts where necessary.

Make reasonable adjustments where possible to ensure equality of access to the same standard of education and working life.

Teachers to use 'No outsiders in our school' as a resource, including the picture books they recommend.

Objectives

General Duty – to eliminate discrimination, harassment, victimisation and any other conduct which is prohibited by or under the Act.

- To enhance the school community's understanding of the common good;
- To ensure zero tolerance towards prejudice and bullying

General Duty – to advance equality of opportunity between persons who share a relevant protected characteristic and person who do not share it.

- To maintain high standards of inclusive practice and procedures
- To ensure equality of access and opportunity for all;
- To continue to identify barriers to learning and participation and provide appropriately to meet a diversity of needs.

General Duty – to foster good relations between persons who share relevant characteristics and persons who do not share it.

- To sustain a curriculum which embraces and celebrate cultural diversity and the international dimension through a rich range of experiences, both in and beyond the school;
- To retain high standards and inclusive teaching and learning which incorporate the Olympic values

To be read in conjunction with all other relevant policies and school action plans.