



The Annunciation Catholic Junior School

"Be who God meant you to be and you will set the world on fire"

St. Catherine of Siena

Equality information and objectives

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1. Aims

Our 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 Board 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 every 4 years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is [name]. They will:

Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed

Ensure they're familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the full Governing Board regarding any issues

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

The designated member of staff for equality will:

Support the Head teacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils

Meet with the equality link governor every term to raise and discuss any issues

Support the Head teacher in identifying any staff training needs, and deliver training as necessary

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, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues Mrs. Stanley, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

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 (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

Taking steps to meet the particular needs of people who have a particular characteristic

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school groups)

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, citizenship and relationship and health 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.

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. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures and faiths through school assemblies and newsletters.

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:

Is accessible to pupils with disabilities

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1

Have in place a reasonable adjustment agreement for all staff with disabilities by April 2021, to meet their needs better and ensure that any disadvantages they experience are addressed.

Why we have chosen this objective: We have an increasing number of staff members with disabilities and Covid 19 has highlighted further adjustments needed.

To achieve this objective we plan to ask each staff member to complete a disability survey. Meetings will be arranged with those colleagues who identify as disabled to discuss and put in place a reasonable adjustment agreement.

Progress we are making towards this objective:

All staff who identified as vulnerable have completed a risk assessment with a member of leadership

Objective 2

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective:

To ensure that staff are fully informed of existing legislation and how this impacts on school

To achieve this objective we plan to:

Provide staff and governors involved in recruitment with internal and external training on equality legislation.

Progress we are making towards this objective:

We have started to renew designated staff members and governors Safer Recruitment biannual training. Equality training will take place this academic year.

Objective 3

Train all members of staff on equality including a range of teaching and learning strategies to address the needs of all pupils who are underperforming in mathematics but with a particular focus on raising the achievement of girls' term on term

Why we have chosen this objective:

Following lockdown, we have identified mathematics as an area for whole school improvement

To achieve this objective we plan to:

Provide staff with training on equality.

Provide staff with CPD on improving attainment in mathematics for all our pupils but with a particular focus on improving the attainment of girls.

Progress we are making towards this objective:

Progress meetings have taken place and the needs of different learning groups have been discussed and where necessary interventions have been put in place.

Staff have participated in on-going training.

A new initiative has been launched to encourage pupils to participate in discussions to further develop their reasoning skills in all subjects including mathematics.

9. Monitoring arrangements

The senior leadership team will update the equality information we publish, [described in sections 4-7 above], at least every year.

This document will be reviewed by the senior leadership team and the Governing Board at least every 4 years.

This document will be approved by the Governing Board

10. Links with other policies

This document links to the following policies:

Accessibility plan

Risk assessment

RHE

Equality Statement date: **March 2021**

Review date: **March 2022**