



A love of  
learning  
A desire for  
God

 **St Thérèse  
of Lisieux**  
Catholic Multi Academy Trust

## St Mary's Catholic Primary Voluntary Academy Equality Statement and Objectives

<b>Date agreed by governors:</b>	<b>April 27<sup>th</sup> 2020</b>
<b>To be reviewed:</b>	<b>3 years</b>
<b>Policy Holder</b>	<b>Head teacher</b>

### Equality Act

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duties under the Education and Inspections Act 2006 to promote community cohesion.

In addition to this short statement, we also have an Equality Policy.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

### Information about the pupil population

Number of pupils on roll at the school:181

### Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. The protected characteristics are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy or maternity and gender reassignment.

### Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

<b>Pupil Special Educational Needs:</b>		
	<b>Number of pupils</b>	<b>% school population</b>
<b>SEN support</b>	14	7.2%
<b>Statement/EHC plan</b>	2	1%

<b>Ethnicity and Race</b>		
	<b>Number of pupils</b>	<b>% school population</b>
<b>Minority Ethnic Groups</b>	31	17.2%
<b>EAL</b>	18	9.9%

Gender	Number of pupils	% school population
Male	92	51%
Female	89	49%

## Meeting the requirements

### Eliminate discrimination/harassment:

- We have a school behaviour policy that treats all children fairly and takes into account specific needs.
- We deal promptly and effectively with all incidents of bullying and harassment and keep records of actions.
- We have a SEND policy that outlines school provision.
- All policies relating to the recruitment and employment of staff are in line with Local Authority guidance.
- The school's values

### Advance Equality:

- Data demonstrates that most groups of pupils make progress that is broadly in line with the national value.
- The head teacher and SENDCO co-ordinates works to meet the needs of any vulnerable pupils.
- Staff training supports specific issues e.g. effective teaching for ASD pupils, Looked after etc.
- All pupils have the opportunity to put across their point of view through the School Council, through RE, PSHE and collective worship times and across the curriculum There is always an opportunity for discussion with named adults.
- The Accessibility Audit and Plan supports our aim to be an inclusive school.

### Foster good relations

- Our RE curriculum includes the study of key religious groups within the UK.
- We link with groups, organisations and projects in the local community.
- The school promotes the spiritual, moral, social, vocational and cultural development of all pupils through all aspects of the curriculum and school life.

## Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality Objective 2020-2023			
	Objective	Success Criteria	How measured
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.	<ol style="list-style-type: none"> <li>1. Children and staff will develop a deeper understanding of school values.</li> <li>2. Children will be able to articulate how the values live out their lives.</li> <li>3. Children will feel happy and valued at school.</li> </ol>	<ol style="list-style-type: none"> <li>1. Pupil discussion.</li> <li>2. Scrutiny of behaviour logs.</li> </ol>
2.	To ensure the curriculum redesign meets the needs of ALL learners.	<ol style="list-style-type: none"> <li>1. All learners take part fully in all areas of the curriculum.</li> <li>2. Vast majority of pupils say they enjoy learning.</li> <li>3. All groups of pupils are making progress across the curriculum.</li> </ol>	<ol style="list-style-type: none"> <li>1. Pupil surveys</li> <li>2. Curriculum lead monitoring.</li> <li>3. Learning walks.</li> <li>4. Lesson observations.</li> <li>5. Governor monitoring.</li> <li>6. Pupil books.</li> </ol>

3.	To further improve staff understanding of equality and inclusion.	<ol style="list-style-type: none"> <li>1. Some form of equality/inclusion training is included in the staff induction.</li> <li>2. Regular updates on equality and inclusion through staff meetings and training.</li> </ol>	<ol style="list-style-type: none"> <li>1. Staff surveys will highlight that staff have a good understanding of inclusion and equality.</li> <li>2. Staff feel they have appropriate development in equality and inclusion.</li> </ol>
----	---	--	---

### Reviews

2020 Review			
	Objective	Evaluation	Date
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.	<b>School values have been developed and promoted through assemblies and AOCW. Student voice questionnaires show children enjoy and feel safe in school.</b>	<b>Dec 2020</b>
2.	To ensure the curriculum redesign meets the needs of ALL learners.	<b>Curriculum re-design has allowed for children to enjoy a broad and balanced curriculum. Further developments will ensure the curriculum is more bespoke to the needs of the children at St Mary's.</b>	<b>Dec 2020</b>
3.	To further improve staff understanding of equality and inclusion.	<b>Staff meetings have included equality and inclusion as an agenda item.</b>	<b>Dec 2020</b>

2021 Review			
	Objective	Evaluation	Date
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.		
2.	To ensure the curriculum redesign meets the needs of ALL learners.		
3.	To further improve staff understanding of equality and inclusion.		

2022 Review			
	Objective	Evaluation	Date
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.		
2.	To ensure the curriculum redesign meets the needs of ALL learners.		
3.	To further improve staff understanding of equality and inclusion.		

1.To promote equality and diversity through the challenging of discriminatory behaviour.