

St. Margaret Mary's Catholic Junior School



Equality Information and Objectives (Public Sector Equality Duty) Statement for Publication

2022- 2025

This Policy was approved by	Full Governing Board
Name	M. Rawsthorne
Position	Chair of Governors
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At St. Margaret Mary's Catholic Junior, School we pride ourselves on our bespoke curriculum which has been designed to ensure that learning experiences are rich and balanced. Throughout our curriculum and everything that we do here in school, we ensure that we are following our mission statement of loving, learning and growing together with Jesus.

What is Equality and Diversity?

Equality and diversity is the idea of promoting and accepting the differences between people. More specifically, equality is about ensuring individuals are treated fairly and equally, no matter their race, gender, age, disability, religion or sexual orientation. Diversity is about recognising and respecting these differences to create an all-inclusive atmosphere. Promoting equality and diversity in education is essential for both teachers and pupils. We aim to create a classroom environment where all pupils can thrive together and understand that individual characteristics make people unique and not 'different' in a negative way. We recognise our statutory duties outlined within the Equalities Act 2010. As a school we will ensure that we undertake to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this 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.
- welcome and support people in our community, regardless of their race, gender, age, disability, religion, sexual orientation or people seeking refuge from other countries.

Overview:

St. Margaret Mary's Catholic Junior School is committed to valuing diversity by providing equality of opportunity and anti-discriminatory practice for all children and families. We also value our staff and are committed to good employment practice. We seek to ensure that no member of the school community, or any person through their contact with the school, will receive less favourable treatment on the grounds of a protected characteristic. These include: race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, trade union or political activities, socio-economic background, living situation, or spent convictions. In this we include all members of the extended school community – pupils, staff, Governors, Parents / Carers and others from our local community. Partners, contractors and other visitors to the school are also expected to adhere to this policy.

This document will demonstrate how we, as a school, are complying with the public sector equality duty. It will outline our school's equality objectives and demonstrate the ways in which we fulfill our requirements to: eliminate discrimination, advance equality of opportunity and foster good relations across characteristics. It will set out a set of specific Equality Objectives, actions, success criteria and identify the person(s) responsible.

Current Pupil Data

Religion	Gender	Ethnicity	Disabilities
Roman Catholic - 347 Christian - 52 None – 55 Hindu - 8 Muslim - 5	Female - 237 Male – 230	Asian – 12, Black – 2, Other Ethnic groups – 1, Mixed Race – 3, White – 16, Indian – 38, Traveler – 2, Pakistani – 2, White British – 380 White Irish – 1, White Asian – 3 White and Black African – 2 White and Black Caribbean - 5	** pupils

Aims:

1. To ensure that we take the necessary steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of the disabled persons' disabilities.
2. To ensure that we can tackle prejudice and promote understanding of all characteristics.
3. To fulfill the key principles that underpin what 'due regard' means: awareness, timeliness, rigour, non-delegation, continuous, and record-keeping.
4. To demonstrate how we are complying with the Public Sector Equality Duty.
5. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
6. To advance equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
7. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristics. Protected characteristics will be recognised and acceptance taught as an embedded aspect in the curriculum and all aspects of the school's life and work.
8. To eliminate any discrimination, harassment and victimization.
9. To ensure that children and parents are fully involved in the provision made by the school and to increase transparency.
10. To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.
11. To create a positive, open mind that nurtures a willingness to support people seeking refuge.

Strategies:

To meet our aims we will ensure that the following strategies are employed:

1. Monitoring, evaluation, and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this statement.
2. Parents and governors will be involved and consulted about the provision we offer.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the Equality Duty underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
5. Our curriculum promotes tolerance and friendship; it enables pupils to share an understanding of a range of religions and cultures; behaviour and anti-bullying policies promote positivity; assemblies deal with relevant issues and involvement with local communities supports shared respect.
6. Opportunities will be provided for staff and governors, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
7. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
8. The positive achievements of all pupils will be celebrated and recognised.
9. To create an Equality and Diversity (E&D) team in school to drive forward our aims.
10. To invite SHARe Knowsley into school to understand how they support refugees in our borough and to seek guidance as to how we can best support their aims.

Equality Objectives:

Objective	Actions	Who is responsible?	Success Criteria	Monitoring and Review
1. Increase staff and governor understanding of 'equality' and implications for all on a daily basis	Continued Professional Development opportunities provided for all staff	Headteacher, Senior Leadership Team	All staff understand their role with respect to the 'Equality Act' and the implications for their practice.	
2. To increase understanding of equality through direct teaching across the curriculum.	The curriculum will be monitored on at least a half-termly basis.	The Senior Leadership Team / curriculum co-ordinators	Work scrutiny, lesson observations and pupil voice demonstrate that teaching and learning across the curriculum promotes equality and celebrates diversity.	
3. To encourage both boys and girls to participate fully in any school activities.	<p>A clear policy to be in place to ensure fair access to opportunities for enrichment.</p> <p>Staff to invite boys and girls to all extra-curricular activities, dispelling any possible gender stereotypes.</p>	All staff / extra - curricular group leaders	<p>Boys and girls will choose their extra-curricular activities based upon personal preferences.</p> <p>Pupils to develop awareness that future life opportunities should not be limited by gender.</p>	
4. Raising pupil awareness of other cultures, creeds and religions through the curriculum and special events.	<p>All pupils will be taught about other religions during RE lessons.</p> <p>All pupils will attend assemblies which raise awareness of other cultures, creeds and religions.</p> <p>Global, national and local events will be celebrated.</p>	All staff.	Pupil voice will demonstrate that pupils have an awareness of other cultures, creeds and religions through the curriculum and special events.	
5. To increase awareness and provide support for refugees in Knowsley.	<p>To create an Equality and Diversity Team to drive forward E&D across school.</p> <p>To meet with SHARe Knowsley to seek ways to raise awareness and support refugees in Knowsley/</p>	Equality and Diversity Team.	Raising awareness, funded raising, providing food, clothing and shelter.	

Outcomes and impact:

St. Margaret Mary's Catholic Junior School is committed to ensuring that this policy plays an important role in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others. The school will make all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas.

Please refer to linked policies: Behaviour, Anti-bullying, Admissions Arrangements, SEND, Accessibility Plan, Supporting Pupils with Medical Conditions, Curriculum Leadership and School Visits.