

Equality Information and Objectives Document

St. James' is a community based on Gospel values and the teachings of the Catholic Church. In accordance with our Mission Statement and Catholic ethos we will strive to walk in the footsteps of Christ and ensure that everyone is treated with respect and dignity. Therefore at St. James' we fully understand the principle of the Equality Act 2010. The Equality Act 2010 protects people from discrimination on the basis of 'protected characteristics'. Everyone in Britain is protected by the Act. The 'protected characteristics' under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

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

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.](#)

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

The Governing Body 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, and that they are reviewed and updated annually.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Head teacher.

The equality link governor is Mary Hutchinson. She will:

- Meet with the Head teacher every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure she is familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the Full Governing Body regarding any issues

The Head teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to Governors
- Meet with the equality link governor every term to raise and discuss any issues
- Identify 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 annually.

The school has a designated member of staff for monitoring equality issues, 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.
- 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.

In fulfilling this aspect of the duty, the school will:

- Analyse attainment data each academic year showing how pupils with different characteristics are performing
- Analyse yearly attainment data to determine strengths and areas for improvement and implement actions in response to this.

6. Fostering good relations and community cohesion

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 and also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- 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.

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
- Has equivalent facilities for boys and girls

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

Objective 1: Improving attainment and rates of progress by closing the achievement gap for different groups.

To achieve this objective we plan to: Hold Pupil Progress reviews termly in order to monitor progress of all different groups and to plan interventions appropriately.

Progress we are making towards this objective: Pupil Progress Reviews are held termly and allow scrutiny of the impact of interventions and Quality First Teaching.

Objective 2: Ensuring that all pupils regardless of background or circumstance have fair access to out of hours learning opportunities and extracurricular clubs.

To achieve this objective we plan to: We offer free tuition to those we feel would benefit the most. Homework clubs are available in all year groups to provide extra support.

Progress we are making towards this objective: Pupils eligible for Pupil Premium Grants are subsidised to allow access to clubs as far as possible.

This document links to the following policies:

- Equal opportunities-Inclusion Policy Statement
- Accessibility plan
- Risk assessment

Monitoring and Evaluation

This document will be updated in line with any new developments in the school and/or any new government guidance. All staff are expected to follow the guidance in this document and the Leadership Team, following ongoing regular reviews of classroom practice, will be responsible for ensuring the effectiveness of practice across the school.

This document will be renewed annually.

It was last reviewed in: March 2018

It will next be reviewed in: March 2019

This document was approved by the Governing Body at their meeting on:-

Date: _____

Signed: _____ (Chairperson)

_____ (Head teacher)