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| **Equality Statement and Equality Objectives 2018**  **(Statutory)** |



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| Reviewed | Spring 2018 | | |
| Updated | April 2018 | | |
| Approved by | Full Governing Body | Meeting Date | April 2018 |
| Ratified | April 2018 | | |
| Review Cycle | Every 3 years | | |
| Next Review | July 2021 | | |

The Governors of Corpus Christi Catholic Primary School will review this statement following directive from The Catholic Education Service or otherwise in 2021.

**Equality Information**

On the 1st October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their age, gender, race, disability, religion or belief, gender reassignment, sexual orientation or pregnancy and maternity.

The Act introduced requires all schools to comply with the **Public Sector Equality Duty** and **two specific duties**

**Public Sector Equality Duty requires us a school to:**

* Eliminate unlawful discrimination, harassment and victimisation
* Advance equality of opportunity between different groups
* Foster good relations between different groups

**The Two “specific duties” requires us to:**

* Publish information to show compliance with the Equality Duty Publish Equality Objectives at least every 4 years which are specific and measurable.
* The information we publish and analyse is clearly linked to the three areas of the Public Sector Equality Duty.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

# Part A Equality Statement

We aim to be an inclusive Christian community where everyone is treated fairly and with respect. We are committed to developing an enthusiastic, committed staff in conjunction with a stimulating and well-resourced learning environment which is happy, safe, caring, creative and inclusive. We are dedicated to pursuing excellence for all. We aim to raise self-esteem and the awareness of others, encouraging respect and celebrating all achievements. We aim to deliver an exciting and relevant curriculum for all ensuring that every child can access every part of that curriculum. We want everyone to reach their potential following the central teaching that we are all created in God’s image. We are aware that people have different needs and understand that treating people equally does not always involve treating them all exactly the same. As a result, we recognise that extra support is needed for some pupils to help them to achieve and be successful. We aim to ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.

Corpus Christi Catholic Primary School ensures that it meets its specific Equalities Duties in relation to the relevant legislation under the Public Sector Equality Duty. We are required to publish information about equalities. We take our legal duties on equality seriously. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In addition to this, the school believes firmly that income inequality should not be a barrier to pupils and their families in accessing the curriculum and wider school life.

**Specific Duties**

* Publish information on how the school has with due regard for the three areas of general duties.
* To publish objectives to promote the general duty of equality.

**General Duties**

In the day to day functioning and activities of the school we have a statutory duty to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not.

To achieve this involves:

* Removing or minimising disadvantages suffered by people due to their protected characteristics.
* Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
* Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The general duties permeate all aspects of the school through its behaviour, management, teaching and learning, leadership, curriculum and extra curriculum provision, policies, practices and procedures.

For more information on the Equality Duty, please visit:

<http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty>

# Part B Equality Objectives Action Plan Review 2018

Related Policies : Admissions, Accessibility Plan, Attendance, Behaviour, Anti-bullying, Complaints Procedure

We have considered how well we are currently achieving these aims with regard to the protected groups under the Equality Act. From this evaluation we have agreed the following objectives:

* Continue to minimise the attainment gap between members of groups covered by the Equality Duty and other pupils who are not members of those groups
* Continue to challenge stereotypes through curriculum planning, developing links and maximising other opportunities (e.g. collective worship and assemblies)
* Work through the targets as set out in our Accessibilty Plan (Appendix A.)
* Continue to develop levels of pupil and parental engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.
* Develop a new format for parent consultations to actively involve the child. It is hoped that this may engage those parents who may have not otherwise attended. Times will be available during the day now and not just the evening opening up the available times to suit more parents.

## **How we will measure the objectives and their impact**

In order to ensure we are fulfilling our obligations laid out by the Equality Duty, we will revisit our objectives annually and publish our findings in the format of an update at the end of this document.

However, we do recognise that this document is not just an annual ‘tick box’ exercise and will require continual and consistent implementation and evaluation at all times and that **all** staff and pupils are responsible for promoting and welcoming equality within the school community.

To measure how well we are doing, we will look at key outcomes regarding the following:

* + academic progress
  + extracurricular club membership
  + school trip attendance
  + parent consultation attendance
  + priorities and targets within our Accessibility Plan

**Monitoring**

The Governor Body will receive annual reports from the Head Teacher in working towards achieving the objectives.

The Governing Body will monitor the effectiveness of this policy.