



St. Monica's Catholic Primary School Equality Information and Objectives

Status	Compliance with Equality Act 2010
Policy written / updated	October 2020
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1. Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any child)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

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

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

2. Responsibility

We believe that promoting equality is the responsibility of all associated with the school:

School Community	Responsibility
Governing Body	Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and equality objectives.
Head Teacher	As above and: Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that staff receive adequate training to meet the need of delivering equality including pupil awareness. Ensure that all staff are aware of their duty to record and report prejudice related incidents.
Senior Leadership Team	To support the Head as above.
Teaching Staff	Design and deliver an inclusive curriculum. Actively seek to treat all children fairly and to promote respect.
Non Teaching Staff	Actively seek to treat all children fairly and to promote respect.
Parents	Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.
Pupils	Treat each other fairly and show respect to all.

3. Equality Information ... census date January 2019

Characteristic	Breakdown
Number of pupils	190 Male 84 Female 106
Number of staff	32 Male 2 Female 29
Number of governors	14 Male 3 Female 10
Religion of staff	13 Catholic 19 non Catholic

Mobility	<p>3 of the current NOR joined the school this academic year (excluding Reception)</p> <p>We have 0 children who are dual registered.</p> <p>1 of the current NOR left the school this academic year (excluding Year 6)</p>
Free school meals	2 are eligible for Free School Meals
Eligible for Pupil Premium	7 are eligible for Pupil Premium funding
Ethnicity	<p>164 White British</p> <p>4 White Irish</p> <p>7 Any other white background</p> <p>5 White and Asian</p> <p>3 Any other Asian background</p> <p>1 White and Black African</p> <p>1 White and Black Caribbean</p> <p>2 Any other mixed background</p> <p>0 Any other Ethnic group</p> <p>2 Gypsy</p> <p>1 Indian</p>
English as an additional language	6
Special Educational Needs	22
Average Attendance Rate	<p>2016 / 17 ... 96.8%</p> <p>2017 / 18 ... 96.24%</p> <p>2018/19 ... 96.96%</p>

4. Equality Objectives

Impact and Success Criteria	Plan of Action
To nurture understanding and fellow feeling with people of other faiths.	To develop virtual links with North Cheshire Jewish Primary School.
To avoid deterministic notions of fixed ability.	To engage with the Transforming Teaching project to promote deep learning for all children. To provide support to children who have gaps in their learning as a result of the lockdown.
To acknowledge and promote acceptance of the range of different families in society.	To include in our Virtual Libraries, books which present a range of different kinds of families.
To combat discrimination of people with disability.	To promote competitive sporting opportunities for children with disabilities (Virtual Ability Days and other activities).
To combat discrimination of LGBTQ people.	To provide staff with a script to support them in responding to questions from children regarding LGBTQ people.

Signed by the Chair of the People Committee:

Date: