

Holy Family Catholic School



Equality Information & Objectives

“Trying to make the world a better place, through creating a learning environment based on Gospel values, where all adults and children become better people.”

Holy Family School Mission Statement

Last reviewed on: July 2022

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](#).

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 at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Maura Appelbe. They will:

- Meet with the designated member of staff for equality at least annually, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- 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 weekly briefing.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually.

The Headteacher is the designated member of staff for monitoring equality issues, and there is 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 (e.g. pupils with disabilities, or those who seek to change gender.)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling children of other world faiths to practice during term time or pray at prescribed times of the school day if they wish to)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of extra-curricular activities)

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

- Record and track instances of bullying including homophobic or transphobic bullying
- Authorise some absence in relation to observance of religious celebrations for children who practice other world faiths
- Continue to provide a wide range of extra-curricular activities and sporting/cultural opportunities that meet the interests of our children and encourage those with protected characteristics to participate

6. Fostering good relations

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 personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 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 representatives of other faith groups to speak to children, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to further promote harmony between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. Our termly school magazine and photographs on the school website represent our diverse community. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work closely with Holy Family Parish and celebrate the many different cultures that make up our school 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:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Is accessible to pupils who experience economic disadvantage
- Has equivalent facilities for boys and girls

Staff actively consider our equality duties and ask ourselves relevant questions when planning school trips and activities.

8. Equality objectives

Objective 1: *Undertake an analysis of recruitment data and trends with regard to race, gender and disability by July, and report on this to the governing body.*

Why we have chosen this objective: To evidence our commitment to our staff representing the local community which we serve.

To achieve this objective we plan to: Analyse all applications each July and report to governors annually.

Progress we are making towards this objective: Appointments are analysed annually.

Objective 2: *Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: Staff and governors involved in recruitment and selection have not received recent training on equal opportunities.

To achieve this objective we plan to: Request the Headteacher's PA and/or the clerk to the governor's to book appropriate courses. (Alternatively, staff can access Edubase online training which is currently available to all staff.)

Progress we are making towards this objective: Relevant staff and governors are aware of the training need.

Objective 3: *Year-on-year to increase awareness and reduce the negative impact of children making racist comments about what others look like or where they are from.*

Why we have chosen this objective: In 2021/2022 there was a sharp increase in the number of reported racist comments following a piece of work on diversity.

To achieve this objective we plan to: Increase the school's consistent messaging and invite parents to initiate the conversation in the home.

Progress we are making towards this objective: The Diversity Team met in July 2022 and agreed information to share with staff and families. We are also making changes to our curriculum for the upcoming academic year.

9. Monitoring arrangements

The headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the governing body annually.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment