



## Equality Statement and Objectives

<b>Date of Approval:</b>	13 <sup>th</sup> November 2024
<b>Review frequency:</b>	Annually
<b>Next review date:</b>	Summer 2028
<b>Reviewed by:</b>	Mrs L White, Headteacher

*This policy was agreed by the FGB on 13<sup>th</sup> November 2024 and will be reviewed in Summer 2028, or sooner if required. The objectives will be reviewed by the Headteacher and shared with the FGB annually.*

### Mission Statement

St Anselm's is a community of faith, serving local families and providing a Catholic education.

We strive to work in partnership with parents and carers to:

- Inspire children to be ambassadors of Jesus through meaningful prayer, thoughtful reflection, exploration of the Gospel and acts of service;
- Ignite a love for life-long learning by encouraging and challenging children through purposeful learning opportunities;
- Include and value everyone, recognise and celebrate uniqueness and promote self-appreciation and mutual respect;
- Empower children to be ambitious, confident and aspirational now and in their vision for the future;
- Provide an environment where positive wellbeing and mental health ensures everyone feels safe, happy and loved as children of God.

At St Anselm's, equality of opportunity and freedom from discrimination permeates all aspects of school life. The right to develop, learn and work in an environment free from discrimination is implicit in our school's ethos and embodied in our Mission Statement, School Aims and Pride Values.

### 1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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 board 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

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. Staff and governors are aware of the impact that can arise when people have experience of more than one protected characteristic.

### **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 that 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

### **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, citizenship and personal, social, health and economic (PSHE) education, but 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
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

### 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
- Has equivalent facilities for boys and girls

### 8. Equality objectives

Our Objectives for 2024 – 2027 are as follows:

Objective	Why this objective has been chosen	How will we achieve this objective	When and how we will know when progress is being made
To increase staff, pupil and governor understanding of equality and protected characteristics	It is important that all staff and governors are fully aware of their duties under the Equalities Act.	Provide annual training for all staff /governors on equality and protected characteristics.	All staff will be aware of the protected characteristics
To ensure that of incidents of bullying are dealt with effectively including prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.	Racial and religious diversity in school has increased in recent years.  Proportion of children with a SEND has increased in recent years.	All staff to receive training annually to increase vigilance and understanding of reporting procedures.  Promotion of school's Catholic values embedded in all learning and social contexts.  Children will respond to an annual wellbeing survey conducted by the school.  Monitor the use of racist, ableist, homophobic and sexist language by students	All incidents of reported bullying will be registered and dealt with in accordance with school's Anti-Bullying policy.  Reported conflicts and incidents of bullying will be low and the children themselves will resolve a high proportion of conflicts.  Survey data will show high degree of confidence in school's systems to prevent/solve bullying.

		Listening systems in place across the school	Low number of reported racist, homophobic or sexist language
To close gaps in progress and attainment between all pupils and groups of pupils; especially children eligible for -pupil premium, children with special educational needs and disabilities, looked after children and those from minority ethnic groups.	Generally, children eligible for Pupil Premium are attaining significantly lower than children who are not eligible for Pupil Premium.	<p>Progress and attainment for children eligible for pupil premium, children with special educational needs and disabilities, looked after children and those from minority ethnic groups will be prioritised during ongoing monitoring and target setting.</p> <p>Ongoing monitoring of all school activities including trips and clubs to ensure that all children are able to access and participate.</p> <p>Implementation of nurture space to support children with significant need.</p>	The progress of disadvantaged children in all subjects will align with that of non-disadvantaged children.
To promote cultural development and understanding through a rich range of experience, both in and beyond school.	Growing public awareness and societal development to promote equality.	Enhance our existing coverage of other faiths to include presentations by visitors and whole school celebrations.	Children's understanding and appreciation of other cultures and faiths will increase and this will be reflected in their work, in particular through comparisons of the Catholic faith and other faiths.

### 9. Links with other policies

This document links to the following policies:

- Accessibility plan
- SEND policy
- Pupil Premium Policy and Strategy document