

Equalities Policy



'Dat Deus incrementum'

2021-2025

Date approved by the Governing Body: November 2021

Date for policy review: *November 2025*

Introduction

We welcome our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture.

For staff and prospective staff, this policy should be read in conjunction with the school's Employment Equality Policy.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, gender reassignment, race, sex, maternity and pregnancy, religion or belief, sexual orientation and marriage and civil partnership (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

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

School Context

Key information/ Demographics of Gosport (2001 census):

- 94.4% White British
- 58.8% Christian Faith
- Decline of young adults between 25-39 (22.5% - 19.1%)
- 98.5% English as First Language
- Proportion of 'limited a lot' through disability is above in Hampshire

We are a Voluntary Aided Catholic Primary School serving two parishes consisting of three churches, the main parish being St. Mary's Parish, Gosport. Our aim is to ensure that the school provides a Catholic Christian setting in which each child can develop through the development of knowledge and understanding, acquisition of skills, and the forming of positive attitudes and Christian values.

We also aim to develop prayer, worship and liturgy, personal enriching experiences which contribute to the development of each individual's faith. As a faith School, we draw our learners from a slightly wider catchment than other local schools. However, Gosport is a town with significant areas of social and economic deprivation, and our families come from a mix of socio-economic backgrounds: The school community is from a mainly white British background with a relatively high proportion of EAL families 18%. There is a small percentage, approx. 8.5%, of service (mainly naval) families at the school. The percentage of pupils known to be eligible for free school meals (27.6%) is above national average.

Principles

To fulfil our legal obligations, we are guided by a number of principles.

1. All pupils, families and staff are of equal value

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their sex
- Whatever their gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age
- Whether or not they have a connection with the forces community
- Whether or not they have refugee / asylum status
- Whether or not English is their first language

2. We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:

- Disability – we understand that reasonable adjustments may need to be made.

- Sex – we recognise that girls and boys, men and women have different needs.
- Gender reassignment – we recognise an individual has the protected characteristic of gender reassignment if they are proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex.
- Religion and belief – we acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race – we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.
- Age – we value the diversity in age of staff, parents and carers.
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference.
- Marriage and civil partnership – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have.
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth

3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

4. We observe good equalities practice in relation to staff

We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff).

5. We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

6. We consult and involve to ensure views are heard

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

7. We aim to foster greater community cohesion

We intend that our policies, activities and curriculum offer foster greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

8. We base our practices on sound evidence

We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

9. We set ourselves specific and measurable equality objectives

We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement:

The principles outlined in the policy statement will be applied and reflected in:

- The delivery of the school curriculum
- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

Addressing prejudice and prejudice-related bullying

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

Equalities Information

Appendix A

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under 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.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- *pupil questionnaires*
- *parent questionnaires*
- *involvement of the student council*
- *staff survey*

Pupil-related data

This section should not be overly burdensome, and the school should be able to access a large amount of data from RAISE online, already broken down by a number of protected characteristics (The DfE advise in their guidance that the SEN characteristic can be used as a rough proxy for disability but care needs to be taken with this approach). You may also want to include comparative analysis with national and local data. Depending on the circumstances of your school, you may also want to publish relevant additional data (e.g. in relation to forces children, free school meals, pupils for whom English is an additional language etc).

Information	Evidence and commentary											
Attainment in Reading KS2 – by gender 2018- 2019 (last published)	Key stage 2 reading by pupil group											
	Breakdown	Reading progress					Reading attainment					
		Cohort	Adjusted score		Unadjusted score		Cohort	Achieving the expected standard		Achieving a higher standard		Average score
	School		National	School	National	School %		National %	School %	National %	School	National
All pupils	30	-3.85	0.03	-4.15	0.00	30	60	73	13	27	101.2	104.4
Male	17	-4.50	-0.54	-4.50	-0.58	17	65	69	12	22	101.5	103.3
Female	13	-3.01	0.62	-3.71	0.61	13	54	78	15	32	100.8	105.5

Attainment in Writing KS2 – by gender 2018- 2019 (last published)	Key stage 2 writing by pupil group												
	Breakdown	Writing progress					Writing attainment						
		Cohort	Adjusted score		Unadjusted score		Cohort	Achieved the expected standard		Achieved a greater depth			
			School	National	School	National		School %	National %	School %	National %		
All pupils	30	-4.55	0.03	-4.58	0.00	30	57	78	10	20			
Male	17	-5.96	-0.73	-6.01	-0.78	17	53	72	6	15			
Female	13	-2.71	0.82	-2.71	0.81	13	62	85	15	25			
Attainment in Maths – by gender 2018-2019 (last published)	Key stage 2 maths by pupil group												
	Breakdown	Maths progress					Maths attainment						
		Cohort	Adjusted score		Unadjusted score		Cohort	Achieving the expected standard		Achieving a higher standard		Average score	
			School	National	School	National		School %	National %	School %	National %	School	National
All pupils	30	-3.40	0.03	-3.59	0.00	30	73	79	7	27	102.3	105.0	
Male	17	-3.67	0.73	-3.67	0.70	17	76	78	12	29	102.9	105.3	
Female	13	-3.05	-0.69	-3.48	-0.72	13	69	79	0	24	101.5	104.7	
Attendance by gender 2021-2022 Autumn Term	<p>73% of boys have attendance over 95%</p> <p>70% of girls have attendance over 95%</p> <p><i>*School has experienced higher amount of absence due to COVID-19</i></p>												
Participation in After School Clubs as at October 2021	<p>43% EAL and 57% Non-EAL</p> <p>12% Pupil premium and 88% non-pupil premium</p>												

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NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.

We recognise that the public sector equality duty has three aims, to:

- *eliminate unlawful discrimination, harassment and victimisation and other conduct under 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*

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective 1:

To use data to narrow any gaps in the performance and attainment of groups of pupils, e.g. boys and girls, children with English as an additional language (EAL), children with special educational needs and disabilities (SEND) and Disadvantaged children.

Objective 2:

To broaden the knowledge and understanding of other faiths and cultures in the world.

Objective 3:

To proactively address any use of derogatory action, including language, that is aimed at a pupil's protected characteristic, specifically, Gender and Ethnicity.

These objectives are published on the school's website and will be updated at least every four years. We will try to respond positively to any request made for a copy in another format.

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