

St John Fisher Catholic Voluntary Academy



Equality Information and Objectives

‘For I know the plans I have for you; plans to give you hope and a future.’ Jeremiah 29:11

St John Fisher Catholic Voluntary Academy School aims to develop in all the children in its care an understanding of their value as unique individuals made in God’s own image and to realise the full potential of their God given talents so that they can know, love and serve him through serving others.

To this end the Directors, in partnership with the Staff seek to ensure that:-

Our Catholic ethos is central to everything we do and every decision we make.

Religious education, based on the teachings of the Gospel and informed by the teachings of the Catholic Church, permeates every aspect of school life.

In keeping with our British values, respect and care is shown to for all members of the school community, without favour or prejudice, regardless of age, disability, pregnancy, religious beliefs, gender reassignment, gender, sexuality, civil partnership or race.

Date: March 2019

Review Date: May 2022

Signed by Chair of Governors:

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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 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, 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
- Meet with the Headteacher every year 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

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. The school's vision calls us to challenge inequality.

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.

New staff are signposted to this policy.

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 gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic e.g. enabling pupils to practice their faith in school
- Encouraging and enabling people who have a particular characteristic to participate fully in any activities, for example by providing suitable resources for those with disabilities

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

- Publish attainment data each academic year showing how pupils with different characteristics are performing, in particular for pupils whose first language is not English.
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

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. 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 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. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. 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
- Promoting our school values and British Values
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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

Objective 1:

Undertake an analysis of recruitment data and trends with regard to race, gender and disability in July each year, and report on this to the governing body.

Why we have chosen this objective: to ensure that as far as possible our staffing is representative of our local community

To achieve this objective we plan to: advertise widely and encourage visits from prospective candidates

Progress we are making towards this objective: We have a diverse workforce and we wish to retain that diversity.

Objective 2:

Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and ensure that any disadvantages they experience are addressed to enable them to fulfil their job role

Why we have chosen this objective: Staff who may have or develop a disability are valued and we will demonstrate our commitment to enabling them to participate fully in the workplace

To achieve this objective we plan to: We will meet with the staff members and seek expert advice in suggesting reasonable adjustments.

Progress we are making towards this objective: We have good staff counselling facilities in place and have adjusted working patterns to allow for childcare

Objective 3:

Narrow the gap in attainment and progress between pupils who are eligible for Pupil Premium and all other pupils.

Why we have chosen this objective: To focus on vulnerable groups to ensure that their needs are met.

To achieve this objective we plan to: review our delivery of services and choice of resources to ensure that they meet the needs of our most vulnerable children.

Progress we are making towards this objective: We have a Pupil Premium strategy and action plan in place which is reviewed at each governing body meeting.

9. Monitoring arrangements

We will report on our equality objectives annually.

This document will be reviewed at least every 4 years by the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Health and Safety and Risk assessment
- Safer Recruitment
- SEND