

St. Michael's Catholic Primary School



Equalities Information

Annual Public Sector Equality Duty Statement



'With Jesus we can *achieve* what we *dream* and *believe*'

St Michael's Catholic Primary School

Equalities Information Annual Public Sector Equality Duty Statement

October 2019

(WAITING GB Ratification)

All school policies take account of the school's ethos, which is enshrined in our Mission Statement and whole school community Code of Conduct.

St Michael's Catholic Primary is committed to lifelong learning within a caring environment, where we can achieve with Jesus what we dream and believe in

In line with the Equalities Act, 2010, the school's Equality Objectives and Public Sector Equality Duty, the following statement which is reviewed and updated annually demonstrates the school's focus on providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

This Statement and our objectives have been arrived at following discussions with members of the school community, an analysis of our curriculum, staff training needs, wider opportunities and a review of the school's developing population over recent years.

We are committed to meeting our Public Sector Equality Duty to:

1. (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
2. (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We shall achieve this through

- Implementing required policies and procedures
- Ensuring appropriate training for our staff
- School assemblies and special events

- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- ☐ Appropriate oversight by school leaders and Governors
 - Discussions with and feedback from our pupil voice
 - Opportunities to reflect the multicultural nature of our school community
- Our use of display and development of an accessible learning environment
- Visits to museums, places of worship and places of local interest
- A focus on the involvement of parents and carers
- Our identified school objectives – published separately
- Feedback to our Governing Body
- The close monitoring and response to any incidents of inappropriate behaviour towards others as reflected in the Equalities Act 2010

The above will be monitored by Senior staff and will involve seeking the views from pupils, parents and staff.

Progress against the above and our Equalities Objectives will be monitored termly by reports to Governors and will be formally reviewed annually over each the next four years in terms of the specific objectives. The timescale and procedures for monitoring the objectives may be amended in the light of new guidance or changes to relevant legislation.

In line with the Equalities Act, 2010 and the school's Equality Policy and Public Sector Equality Duty commitment statement, the following objectives demonstrate the school's focus on providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

These objectives have been arrived at following discussions with members of the school community, an analysis of pupil progress and a review of the school's developing population over recent years.

We are committed to meeting our Public Sector Equality Duty to:

1. (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
2. (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 4.

We shall achieve this through:

- Implementing required policies and procedures
- Ensuring appropriate training for our staff
- School assemblies and special events
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Appropriate oversight by school leaders and Governors
- Our identified school objectives

Progress against these objectives will be monitored termly by reports to Governors and will be formally reviewed annually over the next four years. The timescale and procedures for monitoring the objectives may be amended in the light of new guidance or changes to relevant legislation.