**The Catholic Federation of Holy Name and Our Lady’s Primary School Public Sector Equality Duty**

## Contents

[1. Aims 3](#_Toc3560)

[2. Legislation and guidance 3](#_Toc3561)

[3. Roles and responsibilities 4](#_Toc3562)

[4. Eliminating discrimination 4](#_Toc3563)

[5. Advancing equality of opportunity 4](#_Toc3564)

[6. How does the Catholic Federation comply with the Public Sector Equality Duty and foster good relations 5](#_Toc3565)

[7. Equality considerations in decision-making 6](#_Toc3566)

[8. Equality objectives 6](#_Toc3567)

[9. Monitoring arrangements 7](#_Toc3568)

[10. Links with other policies 7](#_Toc3569)

**………………………………………………………………………………………………………**

# 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

# 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.

# 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 SLT Team. The SLT Team 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.

# 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.

New staff receive training on the Equality Act as part of their induction.

# 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)
* 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 (e.g. encouraging all pupils to be involved in the full range of school societies)

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
* 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

# How does the Catholic Federation comply with the Public Sector Equality Duty and foster good relations?

The Catholic Federation has a range of policies which make explicit the Catholic Federation’s long established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

* British Values
* Accessibility plan
* Equality policy
* SEND policy
* Behaviour and anti-bullying policy
* Religious Education Policy
* Curriculum Intent.

The Catholic Federation of Holy Name and Our Lady’s prides itself on being an inclusive Federation that cares for each individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty. We also aim to foster good relations between those who share a protected characteristic and those who do not share it. Some of these are

* Active promotion of the Gospel values whilst remaining inclusive.
* Promoting the rights of each individual as outlined in the United Nations Charter through our ethos, behaviour policy and curriculum content.
* Promoting tolerance, individual liberty, friendship and understanding by actively promoting British Values through assemblies and workshops.
* Promoting tolerance, mutual respect and understanding through termly world religion days and assemblies.
* Working with the community by inviting in leaders of local faith groups to speak in assemblies and deliver class workshops.
* Promoting tolerance and mutual respect through black history month projects and celebration.
* Taking steps to meet the needs of individuals – for example, withdrawal from prayer and worship and promoting friendship groups.
* Promoting inclusion, tolerance, friendship and understanding through different aspects of our curriculum.  This includes teaching in RE, PSHE and other subjects.  In English, a variety of text from a range of cultures will be used. Scientists, historians, artists, poets, engineers and designers who represent the protected characteristics will be embedded within the updated curriculum.
* Ramp and access to the school premise and building eg toilets.
* Leading on assemblies to explore and deal with relevant issues; including CAFOD assemblies to support social teachings.
* CARITAS in action activities – developing social teaching and learning.
* Fundraising for many charities.
* Monitoring and evaluating the attainment and progress of all pupils; looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
* Supporting all staff and children to reach their potential.
* Interventions to maximise the progress of all groups of children.
* Encouraging children who have a particular character to participate fully in all activities – for example; after school clubs and sport at lunchtimes.
* Curriculum trips that meet the needs of all children.
* Active promotion of the School’s Behaviour policy.
* Active promotion of the School’s Anti-bullying policy.
* Restorative justice – supporting any tensions between different groups of pupils within the school.
* Pupil participation in school activities such as the school council; ensuring that is formed of pupils from a range of backgrounds.

# 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

When organising events or trips we consider our equality duties and ask ourselves relevant questions. This is recorded as part of the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and can be found in the risk assessment file.

# Equality objectives (2025-2029)

Under the Public Sector Equality Duty (PSED) the Federation is required to set Equality Objectives. Our published information must be updated annually and objectives published at least every four years.

* ***Objective 1:*** *Close the attendance gap between children who are in school on time every day and those who are persistently absent.*
* **Objective 2:** Ensure that a consistently good quality of teaching and learning enables pupils, particularly the most disadvantaged, to make good progress from their starting points.
* **Objective 3:** To ensure that future reviews of all school policies include information about, and links to, PSED. In order to eliminate discrimination all school policies will be reviewed and revised to ensure that where relevant, the importance of avoiding discrimination, victimisation or harassment is expressly noted.

# Monitoring arrangements

The governing body will update the equality information we publish at least every year.

# Links with other policies

This document links to the following policies:

* Accessibility plan
* Risk assessment
* British Values
* Accessibility plan
* Equality policy
* SEND policy
* Behaviour and anti-bullying policy
* Religious Education Policy
* Curriculum Intent.