



## Equality Information and Objectives

| Date     | Review Date | Coordinator | Nominated Governor |
|----------|-------------|-------------|--------------------|
| Mar 2023 | Mar 2027    | Headteacher | Chair of Governors |

Sacred Heart Catholic Primary School and Nursery is a fully inclusive school with the highest expectations and aspirations for all our pupils. We pride ourselves on our warm, welcoming Catholic ethos and aim to nurture a flourishing community. Our school is a welcoming, happy school where people are helpful, caring, considerate and respectful of each other. We aim to nurture and develop positive spiritual, moral, social and cultural attitudes within our school community. Religious Education and Collective Worship are central to the life of our school, whilst reflecting the rich variety of religious traditions and diversity of our society.

At Sacred Heart Catholic Primary School, we view all members of our school as special and unique, who are created in God's image and who deserve to be treated with respect and without any form of discrimination. We seek and listen to the views of children, parents and carers and staff. We are always here for everyone, regardless of race, sexuality, gender, religion or anything else that makes us who we are.

The Equality Act 2010 brought together all the legal requirements on equality that the private, public and voluntary sectors need to follow. It affects equality law at work and in the delivery of all kinds of services and, in the context of this policy, in all aspects of the provision of education. We take our legal duties on equality seriously. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

We are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages.

The Equality Act 2010 protects people from discrimination on the basis of certain characteristics, known as the 'protected characteristics' which are:

- Age
- Disability
- Gender reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Race
- Religion/Belief
- Sex (Gender)
- Sexual orientation



### Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)
- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Looked after children
- Other vulnerable groups

### 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.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.

### Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Sacred Heart Catholic Primary Heart School and Nursery. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination through the following:

- Our Behaviour Policy and Anti-Bullying Policy ensures that all children feel safe at school and addresses prejudicial bullying



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*Love of God, Love of one another, Love of our world, Love of learning.*

- Reporting, responding to and monitoring all racist incidents
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

### **Advancing equality of opportunity between people who share a protected characteristic and people who do not share it**

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Ensuring that all children can access the academic and extra-curricular activities that we provide, particularly those children and members of our community who experience barriers to access.
- Listening to parents/carers
- Listening to pupils at all times

### **Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it**

We foster good relations by:

- Ensuring that Sacred Heart School is central to flourishing our local community
- Celebrating the individual child, embracing our similarities and differences and recognising the rights of every child
- Ensuring that equality and diversity are embedded in the curriculum and in Collective Worship

## **Equality Objectives 2023 - 27**

At Sacred Heart Catholic Primary School and Nursery, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:



**Equality objective 1: To ensure that pupils from disadvantaged backgrounds have an equal chance of making good or better progress from starting points by focused quality first teaching and targeted intervention**

Actions:

- Identify the barriers to learning for all disadvantaged pupils.
- Share disadvantaged pupil data with all staff that work with individuals.
- Ensure appropriate provision is in place to address barriers to learning for every identified pupil.
- Effective work with external agencies, including health, to ensure that provision is centred around the child and families effectively to meet their needs.
- Ensure pupil premium funding is deployed effectively to raise pupil's outcomes.

Progress Milestones

- Data to show that disadvantaged pupils are making good or better progress from starting points and that they are making progress in line with national expectations.
- Termly SLT meeting to share pupil data, highlight specific pupils, and discuss appropriate intervention.
- Provision maps are fluid and change to meet the needs of pupils. Updated termly and evaluated.
- Provision adapted due to the advice of other professionals and the needs of the children.
- Pupil Premium Strategy and Action Plan targets reviewed termly to ensure that milestones are being met.

**Equality objective 2: To ensure that all pupils identified as having special educational needs and disabilities (SEND) make good progress from their starting points.**

Actions:

- Ensure appropriate provision is in place for all pupils with SEND.
- Work with external agencies to ensure pupils' individual needs are met.
- Ensure SEND funding is used to support pupils with SEND.

Progress Milestones:

- Data shows pupils with SEND are making good progress from their starting points.
- Links with external agencies are strong and additional support is in place where needed.
- SEND funding is used to support pupils identified as having SEND and pupils' needs are met.

**Equality objective 3: Continue to monitor incidents of racist/homophobic language and all forms of bullying**

Actions:

- PSHE curriculum used to address these issues directly.
- National and International dates celebrated to learn about diversity around the world.



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- Closely monitor any incidents to ensure all incidents of bullying are recorded, including use of homophobic or racist language and bullying targeted at individuals with protected characteristics.
- Ensure related policies are revised and understood by all stakeholders.

### Progress Milestones:

- PSHE curriculum ensures that pupils have a clear understanding that bullying, racism, transgender and homophobic language is not appropriate and pupils understand how to report and challenge it.
- Monitoring and record keeping ensures that all incidents are recorded and addressed.
- Monitoring shows a continued reduction in the number of incidents.
- Parent and pupil surveys show that pupils feel safe in school and free from bullying and harassment.
- All incidents are monitored and addressed and the number of incidents reduces over time.