

# St Joseph's Catholic Primary School, Malmesbury



*“Walking in the footsteps of Jesus, loving and serving together”*

## **Equality Act: Information and Objectives: September 2021**

### **Information for the Equality Act (2010)**

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:

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

We aim to achieve this through:

1. Implementing required policies and procedures

2. Ensuring appropriate training for our staff
3. School assemblies and special events
4. Our curriculum and interaction with all members of our school community
5. Our communications, website and publications
6. Our ethos and values
7. Appropriate oversight by school leaders and Governors
8. Discussions with and feedback from our pupil voice
9. Opportunities to reflect the multicultural nature of our school community
10. Our use of display and development of an accessible learning environment
11. Visits to museums, places of worship and places of local interest
12. A focus on the involvement of parents and carers
13. Our identified school objectives – published separately
14. Feeding back to our Governing Body
15. The close monitoring and response to any incidents of inappropriate behaviour towards others as reflected in the Equalities Act 2010

**St Joseph's Catholic Primary School Equality Objectives 2021**

Protected Characteristic	Objective
<p><b>Disability</b></p>	<p>To find equity for our children with physical disabilities, mental health difficulties and SEN so that they have access to the same opportunities that children without a disability may have.</p> <p>To increase awareness of disabilities – both hidden and visible – within the school.</p> <p>To raise awareness of positive role models with disabilities, where disability has not been a barrier to success.</p>
<p><b>Age</b></p>	<p>For the School to re-evaluate its recruitment procedures so that an applicant or interviewee is not unfairly disadvantaged because of their age.</p> <p>To ensure that the school is a suitable working environment for all children and staff of any age and at any point in their life.</p>
<p><b>Unconscious Bias</b> <b>(Gender/Disability/Race etc.)</b></p>	<p>To ensure that staff are aware and have an understanding of unconscious bias '<i>personal stereotypes about certain groups of people that individuals form outside their own awareness</i>'.</p> <p>This could include surrounding:</p> <ul style="list-style-type: none"> <li>• Genders</li> <li>• Family circumstance</li> <li>• Types of families</li> <li>• Communities</li> <li>• Race</li> <li>• Disability</li> </ul> <p>Every possible measure should be taken to ensure that unconscious bias does not affect decision making.</p>

<b>Race</b>	<p>To ensure all pupils will be provided with opportunities to learn about the experiences and develop an awareness of different communities and cultures, to challenge notions of mono culturalism.</p> <p>To ensure that different communities, cultures and races are reflected in the books which the children read.</p>
<b>Sexual Orientation/Gender reassignment</b>	<p>Staff are enabled to have appropriate and supportive conversations with children who are confused about gender identity.</p> <p>To ensure there is equity when PSHE teaching that teachers discuss all types of prejudice, including potential prejudice around sexual orientation and gender reassignment.</p> <p>For school to ensure that gender stereotypes and constraints are removed wherever possible. Language used by staff should not isolate or demean particular vulnerable groups.</p>