



**St. Alban & St. Stephen
Catholic Primary School & Nursery**

**Equality Information
and Objectives**

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| Approved by: | Full Governing Body | Date: November 2023 |
| Last reviewed on: | November 2023 | |
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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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Petty Lai. They will:

- Meet with the designated member of staff for equality every term, 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 at least once a year.

The designated member of staff for equality is Joanne Bates, also lead of PSHCE. She will:

- Support the headteacher and SLT in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues
- Support the headteacher and SLT in identifying any staff training needs, and deliver training as necessary

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.

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.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

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
- 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 (e.g. declines in incidents of homophobic or transphobic bullying)

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
- 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

Equality consideration is one of the standing items in the schools planning for educational visits.

8. Equality objectives

| Objective 1: To support EAL pupils | |
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| Why we have chosen this objective: | <p>To underpin one of the school's core values:</p> <p>"Respect is seen in our school in the way we treat one another in our community and our global community."</p> <p><u>Statistics:</u> EAL pupils (Spring 2023): 24.5% (112 pupils)</p> <p>National 2023: 34.5%</p> |
| To achieve this objective we plan to: | <ul style="list-style-type: none">• Provide translators where required to support families.• Hold an EAL parents' coffee morning each year.• Provide opportunities for children to share their cultural heritage e.g. by bringing photographs, books and other items into schools.• We also need to continue to monitor the curriculum and resources provide including books to ensure that these reflect the diversity of our school community and of modern Britain, enabling all pupils see themselves, their characteristics and cultural represented in school.• Provide class teachers with a resource pack to support EAL learners.• Teachers will select pupils to buddy new arrivals.• Teachers to make early assessment of EAL learners and identify appropriate. |
| Progress we are making towards this objective: | <ul style="list-style-type: none">• Transition for new joiners' document created.• SENDCo meeting and supporting new EAL families.• Close analysis of academic and social progress made by EAL pupils.• Arranged translator for meetings with families relating to two EAL SEND pupils. |

| Objective 2: To support pupils with SEND. | |
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| Why we have chosen this objective: | <p>Increase in SEND pupils</p> <p>Statistics: SEND support required (Spring 2023): 7.7% (35 pupils, 50% increase over the past two years) National 2023: 16.6%</p> |
| To achieve this objective we plan to: | <ul style="list-style-type: none"> • Continue to hold SEND coffee mornings to provide opportunities for information-sharing and discussion with SEND parents • Support the newly organised SEND Parent group to champion SEND Provision at St Alban & St. Stephen Catholic Primary School & Nursery • Pupil audit, pupil questionnaire and analysis of views |
| Progress we are making towards this objective: | <ul style="list-style-type: none"> • SEND Policy review in July 2023 • Held termly meetings with teachers, the SENDCo and parents to monitor and review individual learning plans, as well as to improve staff confidence. • Established a dedicated SEND on the website to signpost parents to SEND support and resources for their children. • Established a SEND discussion group for parents. • Conducted pupil audit, pupil questionnaire and views. • Conducted SEND parent survey • Enabled staff training on Zones of Regulation and Hertfordshire STEPS approach. |

Objective 3: Effectively monitor and addresses all incidents of bullying including prejudice related to any characteristics. The school works effectively to monitor and improve the attendance of all pupils and removes barriers to access.

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| Why we have chosen this objective: | We encourage community cohesion through a growing understanding of differences and similarities within climate where respect is promoted and discrimination not tolerated. |
| To achieve this objective we plan to: | <ul style="list-style-type: none"> • Anti-bullying assemblies and PSHCE focus • Focus on E-safety through the review of the online safety curriculum to ensure that it addresses the fast-changing world of online gaming and social media effectively by promoting safe, respectful and non-discriminatory interactions and raising awareness of what hate speech is and how to address it. Improve information with parents around online safety and appropriate online interactions |
| Progress we are making towards this objective: | <ul style="list-style-type: none"> • Bullying is rare and dealt with effectively by the school when it arises • Monitoring of all attendance data at group and individual level. Parents informed termly if attendance drops below 90%. • Regular reports to governors on attendance patterns. • Behaviour policy reviewed in September 2023. |

9. Links with other policies

This document links to the following policies:

- Accessibility plan
- Admissions Policy
- Anti Bullying Policy
- Attendance Policy
- Behaviour Policy
- Child Protection Policy
- Complaints Policy & Procedure
- Designated Teacher Looked After and Previously Looked-After Policy
- Managing Unacceptable Behaviour by Parents Policy
- Primary SEND Policy
- Safer Recruitment Policy
- Statement of Procedures for Dealing with Allegations of Abuse Against Staff
- Whistleblowing Policy