

# EQUALITY INFORMATION AND OBJECTIVES



St. Vincent's  
Catholic Primary School

*Together through Christ we grow and learn*

**Date of Document:** September 2018

**Date of Review:** September 2020

**Person Responsible:** Senior Leadership Team

**Presented to Staff and Governors:** November 2018

**School Policy statement on equality and community cohesion** (based on guidance provided by the Diocese of Westminster)

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration.

We are therefore committed to promoting:

- **the uniqueness of the individual**

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

- **the search for excellence**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

- **the education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

- **the education of all**

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

- **moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Consequently, we will strive to ensure that:

- any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them;
- children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;
- all of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in "inequality by default". We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

In addition to this statement we also have full school policies on Race Equality, Gender Equality, Disability Equality and Inclusion.

## **Part 1: Information about the pupil population**

Number of pupils on roll at the school: 232 (September 2018)

### **Information on pupils by protected characteristics**

The Equality Act 2010 protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

#### **Disability**

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.'

As this information is confidential it is held at the school.

## **Part 2: How we have due regard for equality**

The information provided here aims to show that we give careful consideration to equality issues in everything that we do.

Schools are required to have due regard to the need to **eliminate discrimination, harassment and victimization** and other conduct that is prohibited by the Equality Act 2010.

The information below is a summary of how we are aware of this particular requirement and how we respond to it.

Religious Education curriculum based on the resource 'Come and See' which celebrates the Gospel Values and enforces that we are special because God made us all to be different and he loves us all.

Personal Social Citizenship & Health Education (PSCHE) and Social and Emotional Aspects of Learning (SEAL) incorporated into the curriculum.

Daily assemblies in different age phases, sometimes whole school, key stage or class which focus on relevant issues.

Anti-bullying week

Clear behavior policy with a focus on the positive which is consistently enforced across the school. Use of the 'Rainbow' to reward positive choices and ensure consequences for the wrong choices. Completion of sheet reflecting on choices and consequences and taking responsibility for actions.

Class Charters considering rights and responsibilities.

Circle time to address any issues which present within a class or group.

Communication with pupils and parents; representatives on consultation groups, annual questionnaires, suggestion box, Managed Learning Environment Fronter includes School Council suggestion Box. School Council meet weekly to represent views of their peers.  
Related policies: Managing Equality Policy, Behavior Policy, Anti-Bullying Policy

### **How we advance equality of opportunity, foster good relations and promote community cohesion**

At St. Vincent's we believe that diversity is a strength which should be celebrated by all who work teach and visit here.

#### **Disability Equality**

The school is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community, with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery. We are committed to becoming a sustainable Rights Respecting School and endeavour to uphold the values and principles of the UNCRC.

This school will not tolerate harassment of disabled people with any form of impairment and will also consider pupils who are carers of disabled parents.

The production of this Disability Equality Scheme provides us with a framework for integrating disability equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty to produce a Disability Equality Scheme for our school.

St Vincent's Catholic Primary School will proactively implement the general duty in every area of its work though the implementation of our Disability Equality Scheme and supporting action plans. We will ensure that disability equality is further embedded in our performance equality management arrangements through our regular reporting to Westminster Local Authority.

We will continue to work closely with our partner organisations and local community to meet our obligations.

We will continue to promote positive attitudes towards disabled people in every aspect of the St Vincent's functions including employment and service delivery.

These actions may include some priorities to increase access to the curriculum, the physical environment and the provision of information. Specific actions will depend on what the feedback from consultation says, and may include strategies to promote accessibility and make the environment more disabled friendly, such as creating a quiet place, improving signage, etc.

#### **Gender Equality- We aim:**

- To enable all pupils and staff to achieve their full potential regardless of gender.
- For all pupils and staff to recognise, respect and celebrate the achievements of both sexes within the school community.
- To promote the idea that every individual is unique, special and deserving of respect.
- To encourage every child and adult to be proud of their gender
- To make children aware of our complex, diverse society and prepare them to play an integral part as citizens.
- For staff and children to recognise sexism and know strategies to deal with it and the appropriate places to seek advice.

- To improve outcomes for boys and girls, male and female staff and parents/carers of both sexes

In St Vincent's we will work towards gender equality in two main ways:

- a) Through celebrating and providing equal opportunities for both genders
- b) Through challenging sexism and discrimination

**Race Equality** We aim:

- To enable all pupils and staff to achieve their full potential regardless of race, culture, colour and origin.
- For all pupils and staff to recognise, respect and celebrate the variety of races and cultures throughout the school community.
- To promote the idea that every individual is unique, special and deserving of respect.
- To encourage every child and adult to be proud of their origin and racial and cultural heritage.
- To make children aware of our complex, changing diverse society and prepare them to play an integral part as citizens.
- For staff and children to recognise racism and know strategies to deal with it and the appropriate places to seek advice.
- To eliminate unlawful discrimination. (Race Relations (Amendment) Act 2000)
- To promote equality of opportunity and good relations between people of different racial groups in every area of school life. (Race Relations (Amendment) Act 2000)
- To improve outcomes for children of all ethnic backgrounds.

In St Vincent's we will work towards racial equality in two main ways:

- a) Through celebrating ethnic and cultural diversity.
- b) Through challenging racism and discrimination, by teaching pupils about racism and providing structured procedures for dealing with racist incidents.

Please refer to our Equalities Policies for further details.

### **What has been the impact of our activities? What do we plan to do next?**

Our last Ofsted inspection in October 2010 judged the school as outstanding and stated that, 'The school is an extremely caring, cohesive community in which pupils are known very well as individuals. Pupils say they feel very safe at school and are entirely confident that issues they raise will be dealt with efficiently by the adults who work with them. Very high expectations are set for each pupil in terms of progress, attainment and behaviour. Pupils respond very positively to these high aspirations and this is clearly demonstrated by the outstanding progress they make in the school. As one parent said, 'We are extremely happy with the educational project at St Vincent's. Children enjoy a nurturing and stimulating environment, where they thrive both emotionally and academically.'

Behavior at St. Vincent's and community cohesion is excellent. We rarely have any incidents of race, gender or disability discrimination. Any rare incidents which occur are dealt with immediately and effectively.

We analyze data and monitor progress by all groups carefully so that any gaps in achievement are identified immediately and addressed.

We want to maintain this outstanding practice and positive experience for all pupils. We are a

Rights Respecting School and have strong international links; we have establishing a partnership with a school in Nepal, thus developing children's awareness and understanding of the wider world and our MFL lessons incorporate partnership work with a school in Germany.
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### **Part 3: Our equality objectives**

The Equality Act 2010 requires us to publish specific and measureable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantage.

#### **Equality objective 1:**

**To ensure opportunities are taken to teach about disability race equality and cultural diversity in the curriculum and extra-curricular activities**

#### **Equality objective 2:**

**To continue to make links with professions considering disability gender and race and inspiring ambition**

#### **Equality objective 3:**

**To challenge gender stereotypes and thus narrow the difference between the attainment of boys and girls in all subjects, especially at the higher levels**