



St Brendan's RC Primary School

Equality Information and Objectives Policy

**Love life,
Love learning,
Achieve together in God's love.**

At St Brendan's RCP School we seek to value everyone, and our school is committed to equality in practice.

We welcome our legal duties to eliminate discrimination, and to promote community cohesion.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

St Brendan's RCP School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

Principles and aims

We see all learners and potential learners, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.

St Brendan's RCP School will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

St Brendan's RCP School will promote disability equality throughout the school, ensuring equality of opportunity, eliminating unlawful discrimination, eliminating disability-related harassment and encouraging participation by disabled people in public life.

St Brendan's RCP School will promote gender equality by eliminating unlawful discrimination and harassment, and promote equality of opportunity between men and women, girls and boys.

Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

St Brendan's RCP School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

St Brendan's RCP School will ensure that all staff comply with the appropriate equality legislation and regulations.

The school will:

We have a legal requirement to prepare and publish one or more specific and measurable equality objectives which will help them to further the three aims of the Equality Duty.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- All staff and children in school have the right to be respected, the right to learn and the right to be safe;
- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing body;
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised and Staff concerns are documented and passed onto the Headteacher;
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential

employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity;

- We place a great deal of emphasis on the pastoral care of our children and believe that our children know they can speak to any adult in school for help;
- Questionnaires to gain feedback from stakeholders;
- Awareness sessions open to all parents in areas such as 'Meet the Teacher', numeracy, ICT and e-safety;
- Ensure staff promote an inclusive and collaborative ethos in the school responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs;
- Class, Key Stage and whole school assemblies embrace a breadth of cultures;
- The school curriculum is designed to enable children to understand and respect diversity;
- Effective school council;
- Effective system of Playground leaders and peer mentoring;
- Reading buddy system;
- Annually the children support a variety of charities both locally and in the wider world;
- All racist incidents are recorded and reported to the LA

Roles and responsibilities

The governing body will:

- Ensure that St Brendan's RCP School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.

The headteacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training.
- Ensure that all parents are in compliance with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

Employees will:

- Be mindful of any incidence of harassment or bullying in the school.
- Address any minor issues of harassment or bullying in the school and report any major breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the class teacher or to another member of the school staff.
- Abide by all the school's equality and diversity policy.

Gender identity or reassignment

- The Act ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.
- All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. School staff should not disclose information that may reveal a child or other staff member's transgender status.
- The school will appoint a staff member in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.

Promoting equality

In order to meet our objectives, the school has identified the following priorities:

- St Brendan's RCP School will provide auxiliary aids that are directly related to disabled children's educational needs as a reasonable adjustment so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- St Brendan's RCP School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- The school will ensure there is adequate access to the physical environment of the school.
- The school will seek the views of advisory staff, outside agencies and local schools.
- Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.
- The school will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.
- Bullying and prejudice will be carefully monitored and dealt with accordingly.

Addressing prejudice-related incidents

- St Brendan's RCP School is opposed to all forms of prejudice.
- The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- If incidents still occur, the school will address them immediately.

Monitoring and review

- St Brendan's RCP School will review this policy annually.
- Any changes made to this policy will be communicated to all members of staff.

Our Equality Objectives 2020 - 2024

- To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity, creating a harmonious environment.
- To increase understanding of equality through direct teaching across the curriculum, educating our pupils about discrimination and prejudice.
- To monitor progress of children in vulnerable groups to ensure their progress and achievement is equal to all other groups within school.
- Strive for all pupils regardless of ethnicity, age, gender to achieve the highest possible standards in their learning and make good progress.
- Ensure that the appointment of staff is in line with equal opportunities legislation.

Document history

Date	Amendments
September 2012	Original documents
February 2017	Update of policy in line with DfE guidance
September 2024	To be reviewed