

**FEDERATION OF ST ANNE'S AND ST MARTIN'S  
CATHOLIC PRIMARY SCHOOLS**

**St Anne's**



**Learning to live by faith and to be known by love**

**EQUALITY INFORMATION & OBJECTIVES**

## Policy Management

<b>Policy owner</b>	FGB <b>Headteacher</b> School Business Manager SENCo
<b>Approved by:</b>	<b>FGB</b> Curriculum Committee Resources Committee
<b>Date of next review</b>	
<b>Review cycle</b>	<b>Annual</b> / Triennial
<b>Policy published on website</b>	Yes
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<b>Type of Policy:</b>	<b>Statutory</b> /Non statutory/Recommended
<b>Template Based on:</b>	The Key / Catholic Education Services / Reading Borough Council
<b>Statutory Guidance</b>	<i><b>Insert any link to any statutory guidance relating to the policy</b></i>

## **Equality Information and Objectives 2023-2024**

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

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share one.
- Foster good relations between people who share a protected characteristic and people who do not share one.

St Anne's is Catholic school in which all action and interaction is rooted in the Gospel values. We are an inclusive community wherein the wellbeing and progress of every child is prioritised and where all members of our community are seen as having equal worth. We believe that the Equality Act provides a framework that supports our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and any underachievement of groups.

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

1. God teaches us that all people – pupils and adults - are of equal value.
2. We recognise and respect difference as everyone is created by God.
3. We foster positive attitudes and relationships as well as 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.

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

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics. We also gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils eligible for Pupil Premium grants (PP)
- Pupils with Special Educational Needs (SEND)
- Pupils with English as an Additional Language (EAL)
- Looked after children

### **Eliminating discrimination and other conduct that is prohibited by the 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 by means of:

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- Our Behaviour and Anti-Bullying Policies. The procedures and practices defined herein ensure that all children feel safe at school and that prejudicial bullying is addressed.
- Reporting, responding to and monitoring all racist incidents.
- Regularly monitoring the curriculum to ensure that it meets the needs of our pupils, that it promotes respect for diversity and that it challenges negative stereotyping.  
Ensuring (via monitoring) that teaching is of the highest quality to ensure that all children reach their potential and all are given equal entitlement to success.

- Tracking pupil progress (including collecting and analysing groups data – Boys/Girls, PP/Not PP, SEN/No SEN, EAL/Not EAL) to ensure that all children make rapid progress and intervening when necessary.
- Ensuring that all pupils have the opportunity to access extra-curricular provision.
- Listening to and monitoring the views and experiences of pupils, parents and staff in order to evaluate the effectiveness of our policies and procedures.
- Creating an accessibility plan with actions addressed to improve equality of access to information, the curriculum, extra curricular activities and the school site.

#### **We advance equality of opportunity by:**

- Using the information we gather to identify any underachieving groups or individuals and to plan targeted intervention.
- Ensuring participation of a broad spectrum of pupils, parents/carers and staff in school development.
- Listening to parents/carers.
- Listening to pupils at all times.

#### **We foster good relations by:**

- Ensuring that St Anne's is seen as a community school within our local parish.
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

#### **Equality Objectives**

At St Anne's, 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, we have set the following objectives:

**Objective 1:** To continue to ensure all children progress and achieve with equality.

*Why we have chosen this objective:* As an inclusive school, we aim to ensure that all children are included in all aspects of school life and that they make progress.

*To achieve this objective we plan to:* Monitor the progress of all pupils termly – planning and implementing appropriate support (and reasonable adjustments) where needed.

*Progress we are making towards this objective:* We hold Pupil Progress Meetings each term to analyse the level of progress that all children are making. Appropriate support is planned according to the particular needs of individual children.

**Objective 2:** To celebrate cultural diversity through our curriculum.

*Why we have chosen this objective:* We want our pupils to develop a deeper understanding of different cultures and to respect any differences.

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*To achieve this objective, we plan to:* Develop a deeper understanding of different cultures through our curriculum. This will include studying different religions as a part of R.E. lessons, exploring stories from around the World and finding out about different countries as a part of Geography and History topics. We aim to celebrate different cultures through our Cultural Awareness days through activities including assemblies, workshops, food from around the world tasting sessions etc.

*Progress we are making towards this objective:* We hold an annual International day but cultural diversity is also celebrated through various curriculum links.

**Objective 3:** To continue to treat all children and adults with courtesy, respect, integrity and dignity.

*Why we have chosen this objective:* As a Catholic School, the teachings of the gospels are at the centre of everything we do, and we actively promote a sense of community whereby we treat each other with respect.

*To achieve this objective, we plan to:* Incorporate the teachings of the gospel into everything we do: school policy and practice.

*Progress we are making towards this objective:* All school policies reflect gospel values (where appropriate).

**Objective 4:** To continue to employ staff on their ability to perform the designated role effectively. Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.

*Why we have chosen this objective:* To ensure staff are employed based on their ability to perform their role. To meet the needs of all staff and to ensure that any disadvantages are addressed.

*To achieve this objective, we plan to:* Develop reasonable adjustment agreements as, and when, is appropriate.

*Progress we are making towards this objective:* We have implemented various reasonable adjustments including adjustments to our physical environment (see our Accessibility Plan for further details).