

Equality and Diversity Information

This information was updated in December 2022

St Joseph's Primary is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

The information published here meets the requirements under the following legislation:

<https://www.legislation.gov.uk/ukxi/2014/1530/contents/made>

- [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](#).

Our school aims to meet its obligations under the public sector equality duty by having due regard to 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 it
- Foster good relations between people who share a protected characteristic and people who do not share it.

We eliminate discrimination by:

- Adopting a Behaviour Policy and an Anti-bullying policy which ensures that all children feel safe at school and that any prejudicial bullying is addressed.
- Reporting, responding to and monitoring all racist incidents thoroughly.
- Regularly monitoring the curriculum to ensure that it meets the needs of all pupils and that it promotes respect for diversity and challenges negative stereotyping.
- Ensuring that, where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

We advance equality of opportunity by:

- Collecting and analysing performance data each year showing how pupils from different groups are performing. This includes groups of pupils with protected characteristics, as well as pupils eligible for Free School Meals, pupils with Special Educational Needs, pupils for whom English is an additional language, Looked after Children, and young carers.
- Using the information we gather to identify strengths and areas of development and to implement actions in response to our findings.
- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have.

- Taking steps to meet the particular needs of people who have a particular characteristic (for example through our Accessibility Plan).
- Ensuring all pupils have the opportunity to access extra-curricular provision.
- Ensuring teaching is of the highest quality so that children reach their potential and all pupils are given equal entitlement to success.

We foster good relations by:

- Ensuring that St Joseph's Primary School is seen as a community school within our local area.
- 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.
- Ensuring that collective worship includes stories from a range of cultures and religions and promotes the values of acceptance, fairness, compassion, justice, and respect.
- Holding assemblies and focus weeks dealing with relevant issues.

Equality objectives (December 2022)

In order to advance equality within the school, and in order to comply with the public sector equality duty, we have set the following equality objectives:

- To ensure all staff receive training in the Equality Act, and that this is incorporated into our induction programme.
- To ensure the school environment is as accessible as possible to pupils, staff and visitors (see Accessibility Plan)
- To close the gap in attainment between boys and girls at the end of Key Stage 2 (reading, writing and Maths combined)

Monitoring arrangements

- The headteacher will update the equality information we publish at least every year.
- Equality objectives will be reviewed and updated by the headteacher at least every 4 years.
- This document will be approved by the headteacher and Rebecca Llyod, equality link governor.

Links with other policies

This information should be read in conjunction with the following policies which can be found in the Policies section of our website:

- Behaviour Policy
- Anti-bullying Policy
- SEN Policy
- Accessibility Plan