



## Equality Objectives (2019-20)

### Equality Objective:

- To extend pupils' understanding of equality, diversity and fundamental British values through direct teaching across the curriculum.

### What is going to be done to achieve each objective?

We will:

Objectives	Actions	Success Criteria
To extend pupils' understanding of equality, diversity and fundamental British values through direct teaching across the curriculum.	<p>Identify where in curriculum plans equality, diversity and fundamental British values can be taught</p> <p>Ensure all protected characteristics and British values are evidenced in resources and displays, and no group is deliberately or accidentally marginalised</p> <p>Teaching of equality, diversity and Fundamental British Values (FBV) will be evaluated during observations of lessons.</p> <p>Current teaching of equality, diversity and FBV will be regularly monitored and audited.</p>	<p>Children will demonstrate a strong knowledge and understanding of the Fundamental British Values, equality and diversity which will be evidenced in the following ways:</p> <p>- Pupil Interviews and questionnaires</p> <p>Diversity, equality and FBVs will be evidenced in displays around school and within the resources carefully selected/ produced and used by staff</p>

### What is the diversity of our school population?

Our school population in 2020 is as follows: The largest ethnic groups are White-British (93.53%), White –any other (1.73%), Black African (0.86%), Mixed-White & Asian (1.29%), Mixed-any other mixed background (1.7%), Asian or Asian British- any other



Asian background (1.73%), Chinese (0.86%). The school has 7 out of 17 possible ethnic groups. The average number of groups for this phase of education is 9.

### **How are we performing in relation to the three aims of the equality duty?**

#### ***Eliminate unlawful discrimination, harassment and victimisation***

Our Catholic ethos, school aims and curriculum provision, as well as our approach to pastoral support and behaviour management ensures unlawful discrimination, harassment and victimisation is eliminated.

#### **Advance equality of opportunity**

We effectively advance equality of opportunity through our curriculum and wider curriculum provision, as a result of being a UNICEF Rights Respecting School, and through our day to day practices e.g. we encourage participation in sport for those with disability, teaching girls and boys they can have the same aspirations.

#### **Foster good relations**

We confidently foster good relations by having three Pupil/Parent Interviews a year, through the Parent Forum, offering Family Learning Opportunities (including Meet the Teacher sessions), inviting family members into school to participate in the life of the school, signposting our families to other agencies. We also have an open door policy.

### **The Equality Act brought in changes in to what schools should and must do**

The Act covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees, and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupil or potential pupil in relation to:

- Admissions
- The way it provides education for pupils
- How it provides pupils access to any benefit, facility or service
- Excluding a pupil or subjecting them to any other detriment

### **What actions and behaviours are unlawful under the Act?**

The Act defines a number of types of unlawful behaviour, including:

- Direct discrimination
- Indirect discrimination
- Failing to make reasonable adjustments for disabled pupils or staff



- Discrimination arising from disability
- Harassment related to a protected characteristic
- Victimisation of someone because they have made, or helped with, a complaint about discrimination

### **What are "protected characteristics"?**

Protected characteristics refer to aspects of a person's identify. Treating a person less favourably because they have one or more of these characteristics would be unlawful. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation