



St Herbert's RC Primary School

Equality information and objectives

Approved by Governors on: 06.07.22

Date to be reviewed: Summer 2026

Signed on behalf of the Governing Body: *P Devine (Chair)*

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This document is set within the context of the School Mission Statement:

“Strong in Faith, Hope and Love, for the Common Good”

and the School Ethos:

“By loving one another as God loves us, we can achieve spiritually and academically”

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [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](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, staff with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- 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. For example, PHSE/Anti bullying weeks – Celebrating our Differences.

- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures.

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record as part of the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

Objective 1: Create a new school entrance, which meets the needs of our whole school community, and includes adequate accessibility internally and externally (see accessibility plan).

Why we have chosen this objective: Members of staff and pupils with disabilities.

To achieve this objective we plan to: Risk assess the needs of the staff and pupils, and focus on providing an entrance into the school which is accessible to all.

Progress we are making towards this objective: Parental suggestions received several years ago; advice received from the building consultants; children have contributed their ideas; all the stakeholders involved have contributed to the bid submitted to the Diocese – the Diocese has approved the scheme to create a new school entrance (June 2022).

Objective 2: Continue to enhance our curriculum provision, identifying opportunities to share other cultures, raise awareness of disabilities and opportunities for all. Ensure our curriculum is a true representation of our school community, and meets all our pupils' needs.

Why we have chosen this objective: In celebration of the neuro-diversity of our school community.

To achieve this objective we plan to: Review our curriculum provision, resources, displays and provide training in-house. Use collective worship as an opportunity to celebrate the diversity of our school community.

Progress we are making towards this objective: Quality texts used as a focus for our curriculum have been provided and updated where required. Reading materials provided in Guided Reading and Class Libraries have been reviewed and updated to ensure representation of our school community.

Objective 3: Train all members of staff on equal opportunities and non-discrimination by the beginning of the next academic year (significant change of personnel over the past three years).

Why we have chosen this objective: In celebration of the neuro-diversity of our school community.

To achieve this objective we plan to: Provide training in-house.

Progress we are making towards this objective: In-house training provided historically; eight new members of staff in Sept 2022.

9. Monitoring arrangements

The headteacher will review the equality information we publish, every year.

This document will be reviewed and approved by the Governing Body every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Equality Policy
- SEND Policy