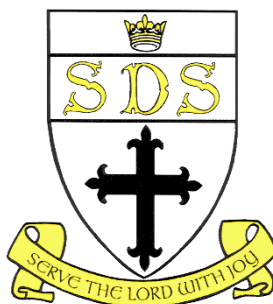
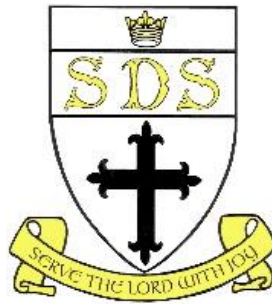


ST DOMINIC SAVIO CATHOLIC PRIMARY SCHOOL

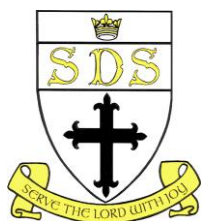


Name of Policy:	Single Equality Policy 2023
Date Adopted:	27 th April 2023
Responsible Person:	Headteacher
Approval:	Full Governing Board
Review Date:	Summer 2027
Signed By:	Laura Hulland Headteacher
Signature:	
Date:	
Signed By:	Fiona Cottle Chair of Governors
Signature:	
Date:	



Single Equality Policy Changes

Version	Status	Change Detail	Author	Date



ST DOMINIC SAVIO CATHOLIC PRIMARY SCHOOL

SINGLE EQUALITY POLICY 2023

This policy was adopted by the Governing Board of St Dominic Savio in September 2022. Progress against the Equality Objectives set out in the policy will be reviewed annually and the entire document will be reviewed on a four-year cycle.

"We are all made in the image and likeness of God. The greatest commandment is to love God and to love thy neighbour."

Commitment to equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor will:

- Meet with the designated member of staff for equality once a year, and other relevant staff members, to review the objectives report and to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues
- The headteacher will:
 - Promote knowledge and understanding of the equality objectives among staff and pupils
 - Monitor success in achieving the objectives and report back to governors
- The designated member of staff for equality (Patrick Mullens) will:
 - Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
 - Support the headteacher in identifying any staff training needs, and deliver training as necessary

- 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 term.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or homosexual pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

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

- Analyse attainment data each academic year showing how pupils with different characteristics are performing
- Determine strengths and areas for improvement, implement actions in response
- Collect, analyse and respond to behaviour incidence data for specific groups to bring about improvements (e.g. declines in incidents of homophobic or racist bullying)

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, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- 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 members of local faith groups to speak in lessons, 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 (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as 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

1. Ensure all staff and governors have read, understood and are implementing the Equality Policy and working towards the Equality Objectives.
2. Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns emerging that require additional support for pupils.
3. Ensure that the curriculum, the classroom and communal areas promotes and celebrates the school's diversity in terms of faith, race, gender and disability.
4. Ensure all pupils are given equal opportunities to make a positive contribution to the life of the school e.g. through involvement in school responsibilities, school performances and have appropriate access to the curriculum to ensure progress for all.
5. Identify, respond to and report racist incidents.

Our objectives are listed in the following document:

Single Equality Objectives 2022

9. Monitoring arrangements

The headteacher will update the equality information we publish, [described in sections 4 to 7 above], at least every year.

This document will be reviewed by the Full Governing Board at least every 4 years.

This document will be approved by the Chair of Governors and the Headteacher.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment