



Public Sector Equality Duty at St Mary's Catholic Primary School, Bognor Regis **2021/22**

Equality Statement for St Mary's Catholic Primary School

At St Mary's Catholic Primary School all policies and procedures are informed by and will have regard to this statement.

We recognise The Equality Act 2010 and comply with the duties explicit within them, ensuring that there is equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual identity and orientation, age or socio-economic background.

The **Equality Act** is a **law** which protects everyone from discrimination. It means that discrimination or unfair treatment on the basis of certain personal characteristics, is now against the **law**.

The Act 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 Act.

- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and people who do not.

St Mary's Catholic Primary School is committed to equality both as an employer and a service provider, ensuring that everyone is treated fairly and respectfully. We strive to make sure that our school is a safe and secure place for **everyone**.

The School's curriculum and ethos fully promote the protected statuses of the 2010 act which is law in the United Kingdom. St Mary's Catholic Primary School recognises that people have different needs, and understand that treating people equally does not always involve treating them the same. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers.

St Mary's Catholic Primary School aims to make sure that no-one experiences less favourable treatment or discrimination because of their:-

- **Age**
- **A disability**
- **Their ethnicity, colour or national origin**
- **Their gender**
- **Their gender identity (they have reassigned or plan to reassign their gender)**
- **Their marital or civil partnership status**
- **Their being pregnant or having recently had a baby**
- **Their religion or belief**
- **Their sexual identity and orientation.**

Equality in Teaching and learning

St Mary's Catholic Primary School provides **all** pupils with the opportunity to succeed and reach the highest level of personal achievement.

We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping

- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Objective	Success Criteria	Intended Actions	Protected characteristic
Increase attendance amongst EAL children	Attendance amongst EAL children rises from current 94% to be in line with school target of 96%	Translate attendance advice into Polish. Conduct meetings with parents of EAL children with low attendance with a translator present.	Race
Ensure that misogynistic messages and actions are viewed as unacceptable	Discuss misogyny through Ten:Ten RSE materials. Children understand, at an age appropriate level, the dangers of misogynist language and actions	Use circle time in key stage 2 to discuss which words are 'ok' and 'not ok'. Use NSPCC pack as resources.	Gender
Promote understanding of disability in the school	Children are able to see people with disabilities as of equal worth.	Organise visits from 'Just Different' so children are able to meet adults with disabilities. Discuss 'abilities' of people and strengths of character as part of RE and Circle Time	Disability
To promote cultural development and understanding through a rich range of experiences through both in and beyond school.	All pupils report that they feel represented. The curriculum enables pupils to identify cultural differences and similarities around the world	Curriculum audit to ensure that our intention of Coastal, Catholic and International is explicit Monitoring by subject leaders of impact via pupil voice.	Race