

... created to flourish in God's image ...

Our Lady Queen of Peace Catholic Primary School



Equality Information and Objectives Statement

Headteacher: Mrs. C. Garbutt

Part of the Bishop Wilkinson Catholic Education Trust

Signed by the Headteacher: *Mrs C. Garbutt*

Signed by the Chair of Governors: *Mrs K Bramley*

Date of next review:

This policy will be reviewed in **November 2027** or sooner if deemed necessary. All staff and governors will be consulted as to its effectiveness as part of the review process.

Requests for copies - If a signed paper copy of this policy is requested, the school office will provide this free of charge.



Bishop Wilkinson
Catholic Education Trust



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Through Christ, in Partnership

Equality Information Policy

Date Approved by Trust	November 23
Statutory Policy	Yes
Required on Website	Yes
Review Period	Every 4 Years
Next Review Date	November 27
Reviewed by	DCEO

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.

This document also complies with our funding agreement and Articles of Association.

3. Roles and responsibilities

The Local Governing Committee 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 (the Chair) will:

- Meet with the designated member of staff for equality termly, and other relevant staff members, 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 Local Governing Committee 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.

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 annually.

The school has a designated member of staff for monitoring equality issues, and the Chair is the 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 gay 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:

- Publish attainment data each academic year showing how pupils with different characteristics are performing;
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information;
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying);
- 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, 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 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;
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

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 –

Our equality objectives are noted on our website and are reviewed annually. We note the objectives, why we have chosen them, how we plan to achieve them and progress made towards them.

9. Monitoring arrangements

This document will be reviewed by Trust Board at least every 4 years.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

Equality Objectives – Our Lady Queen of Peace

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our school community.

Objective 1: To improve the attainment of disadvantaged children (PP).		
Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective
<p>Our intention is that all pupils, irrespective of their background or the challenges they face, make good progress and achieve high attainment across all subject areas.</p> <p>The focus of our pupil premium strategy is to support disadvantaged pupils to achieve that goal, including progress for those who are already high attainers.</p>	<p>Adopt a whole school approach in which all staff take responsibility for disadvantaged pupils' outcomes and raise expectations of what they can achieve.</p> <p>See Pupil Premium Funding strategy online.</p>	<p>Collate and analyse data relating to attainment by target group.</p> <p>Consider strategies from EEF to improve attainment of this group.</p> <p>Careful consideration of interventions through PP Grant Funding.</p>
Objective 2: To remove the barriers to learning for pupils with SEND and ensure that their progress is in line with other children.		
Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective
<p>To ensure all staff are confident with the identification of SEND need and how to provide support with first Quality teaching and complete the assess, plan, do review process to meet needs of pupils and acquire evidence to support possible referrals.</p> <p>To ensure all children receive quality teaching that meets their individual needs.</p>	<p>Careful tracking of attainment and progress for pupils with SEND. - Target appropriate interventions for those pupils. - Create Support Plans and involve parents in their implementation. - Provide SENCO support and training for staff. - Ensure reasonable adjustments are in place for children with SEND. - Where appropriate, work with outside agencies to achieve the best progress for our child.</p>	<p>SEND children are monitored termly as part of our pupil progress meetings. Staff training has been implemented to support staff in identifying children's specific needs supported by our school Ed Psych. Staff training from SENDCo on graduated response and also removing barriers for SEND pupils. Increased staff awareness of Autism and ADHD. How best to meet needs and resources available to support. Quality interventions implemented</p>

		<p>across school, maths/reading/writing specific groups across all year groups. Focussed phonics/spelling groups – level appropriate but inclusive of whole class. Mastering Number – new focus on maths fluency and ensuring all pupils can recall numbers with confidence.</p> <p>SEND Roadshow event held for parents.</p>
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Objective 3: Increase the understanding of children at the school with regards to discrimination and bullying, and how their behaviour and interaction with others (peers and wider groups/individuals) can be perceived.

Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective
<p>Our Lady Queen of Peace implemented a new behaviour policy in September 2023. Pupils who face challenges emotionally and socially find it challenging to be kind to their peers and understand respect and tolerance of others – which can result in inappropriate behaviours.</p>	<p>Supportive groups such as: Rainbows, School Counselling sessions, links with Clennell Education Solutions, PSHE lessons, friendship ambassadors which focus on modelling appropriate language and skills which will support pupils to work together in an appropriate manner. Whole class/school ethos, PSHE lessons and assemblies to reinforce positive behaviours and working together.</p>	<p>The behaviour policy is used consistently across schools. There is an increased understanding of tolerance amongst the children and an increased ability for pupils to recognise their own emotions and how to respond appropriately and respectfully to others (pupil voice).</p> <p>OLQP's values of tolerance, kindness and respect reinforced daily. Themed weeks such as Anti-bullying week help to reinforce daily ethos messages.</p>

Objective 4: To promote understanding and respect for differences

Why we have chosen this objective	To achieve this objective, we plan to	Progress we are making towards this objective
<p>For our pupils to have a greater understanding and respect for differences; linked to school values.</p> <p>To ensure key themes and arising issues are covered through age-appropriate lessons e.g. PSHE, RSHE, History, Geography, RE</p>	<p>Identify opportunities within our curriculum (see Curriculum maps) where other cultures and countries are explored. Study famous people from different cultures and ethnic groups with a variety of abilities and celebrate their diversity. Use PSHE lessons and other assemblies as an opportunity to celebrate festivals</p>	<p>See curriculum overview planning document with links to diversity and other cultures highlighted.</p> <p>BWCET schools have embedded an updated English and Humanities Curriculum with clear links to</p>

<p>For staff to have strong subject knowledge and the resources to deliver high quality lessons.</p>	<p>from a range of cultures and countries. Use events such as the sporting events, STEM Days etc. as an opportunity to explore other cultures and celebrate diversity and equality.</p>	<p>promoting understanding and respect for differences. Evidence through PHSE lessons and pupil voice.</p>
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