



St Gabriel's CE Primary School

Equality Information & Objectives Policy

Our statement of mission:

Our aim is to nurture children with the confidence and self-belief to achieve their best; to be resilient in their learning and ambitious in their hopes and dreams; to live in harmony, respecting others; to have the courage to think for themselves; to search and question throughout life's journey and, if their paths should lead them, to find a personal faith, hope and love in Jesus Christ.

Seeking to nurture:

sel**F**-belief cour**A**ge res**I**llience ambi**T**ion **H**armony

“Stand firm... be courageous” 1 Corinthians 16:13

Full Policy Reviewed: Autumn 2018

Next Review: Autumn 2022

School Data Last Updated: Autumn 2021



St Gabriel's CE Primary School

Equality Information and Objectives

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 (sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage or civil partnerships) 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 body 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 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

Our 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 informed of their responsibilities under the Equality Act.

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 anyone due to a protected characteristic they may have.
- Taking steps to meet the particular needs of all those who have a particular characteristic.
- Encouraging children who have a particular characteristic to participate fully in any activity.

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 and through our schools Mission Statement and Christian ethos. This includes teaching in worship, RE and PSHE, 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.
- Recognising Christianity as a world faith, embracing many cultures and traditions.
- Recognising and understanding the faiths, cultures and traditions and preferences of all children within school and our local community. Inviting parents and local faith leaders to share with children and promoting links with children in other countries.
- Encouraging all children to participate in the school's activities, such as sports clubs.
- Developing links with parents and people who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

7. Equality considerations in decision-making

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

We always consider 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

These types of questions are routinely considered as part of school's culture of undertaking informal Equality Impact Assessments.

8. Equality objectives

The Equality Act brings together previous legislation concerned with Race, Gender and Disability and aims to ensure that:

- All adults and children treat on another with respect.
- Great effort is made so that all groups of pupils make good progress, and that employment practice is also fair.
- St Gabriel's CE Primary School is a school committed to producing good citizens - locally, nationally and globally.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act and we have also involved staff, pupils, parents and others in the following ways:

- Recognising that all staff and children in school have the right to be respected, the right to learn and the right to be safe.
- Placing a great deal of emphasis on the pastoral care of our children and believe that our children know they can speak to any adult in school for help.
- Using questionnaires to gain feedback from pupils, parents, governors and staff.
- Ensuring class and whole school worship, whilst Christian in its foundation, is inclusive to all.
- Ensuring the school curriculum is designed to enable children to understand and respect diversity.
- Promoting pupil voice through the school council.
- Encouraging a nurturing spirit in older children, to support younger children in school.
- Promoting charitable concern and giving through fundraising events for a range of charities, including the Hope of Life charity in Guatemala which has links to our own school community.
- Ensuring all racist incidents are recorded and reported appropriately.
- Ensuring staff concerns are documented and reported appropriately.

St Gabriel's School Data

	2021-22	2020-21	2019-20
Gender			
Girls	97	102	101
Boys	115	108	113
Ethnicity			
White British	66	70	83
Pakistani	58	58	54
Indian	60	61	58
White & Asian	2	5	5
Any other mixed background	17	9	6
Any other Asian background	2	2	2
Any other ethnic group	4	3	4
Any other White background	1	1	1
White and Black Caribbean	1	1	1
Banghladeshi	1	0	0
Religion			
Christian	59	64	79
Muslim	141	133	125
None	9	12	9
Other Religion	3	1	1
Special Educational Needs			
All categories	62	73	77

Our Equality Objectives:

Objective 1: To educate all about discrimination and prejudice and promote a harmonious environment for both staff and children alike with equal opportunity for all.

Objective 2: To monitor and analyse pupil achievement by race, gender and special educational need or disability and act on any trends or patterns in the data that require additional support for pupils - in order that all pupils achieve the highest possible standards in their learning and make good progress.

Objective 3: To monitor the progress of children in vulnerable groups to ensure their progress and achievement is comparable to all other groups within school.

Objective 4: To raise levels of parental and pupil engagement in learning and school life - across all activities, including regular attendance, to ensure equity and fairness in access and engagement.

9. Monitoring arrangements

The Headteacher, staff and Governors will routinely review our progress towards maintaining these objectives. Any concerns will be raised immediately and dealt with swiftly.

A formal review will be undertaken every four years.

10. Links with other policies

This document links to the following policies:

- Accessibility Plan
- Anti-bullying Policy
- SEN and Disability Policy