

Equality Information and Objectives Policy

St Katherine's School

Cathedral Schools Trust

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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](#).

This document also complies with our funding agreement and articles of association.

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 is tbc They will:

- Meet with the designated member of staff for equality four times a year 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 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

If you have a designated member of staff for equality, insert and amend as applicable, the following:

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor at least twice per year to raise and discuss any issues
- Support the headteacher in identifying any staff/governor 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 September.

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 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:

- Analyse attainment data for groups to determine strengths and areas for improvement, implement actions in response and publish this information

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 will complete a written record (known as an Equality Impact Assessment) where appropriate (e.g. in developing new policies or planning school activities) to show we have considered our equality duties and asked ourselves relevant questions. The

record is completed by the member of staff organising the activity or developing the change in policy.

8. Equality objectives: 2024 to 2026

We recognise that the public sector equality duty has three aims:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

Rooted in our mission is a commitment to all our learners to eliminate discrimination, advance equality and foster good relations as part of responsibility under the Equalities Act 2010. We recognise that every member of St Katherine's is regarded as of equal worth and importance, irrespective of their faith, culture, class, race, gender, sexuality and/or disability. The Equal Opportunities, Equality and Diversity statement builds on the core values of St Katherine's:

Objective 1: Raise attainment for all learners

- Explicit monitoring and analysis of those with protected characteristics
- Intervention to support raising attainment

Objective 2: Reduce over representation of minority groups in school monitoring:

- Address specifically attendance, persistent absence, Ready to Learn referrals, detentions, suspensions and exclusions

Objective 3: Strong stand against all forms of bullying

- Create a culture where the use of homophobic, sexist, racist and other discriminative language is unacceptable in our community
- Explicit monitoring of incidences of homophobic, sexist and racist language by pupils
- Educate young people to respect others' views and beliefs through our curriculum and additional interventions

Objective 4: Educate our community: staff, student, governors

- Review and challenge our curriculum to ensure it reflects our diverse culture and society and encourages tolerance and respect
- Promote cultural understanding through our DEI group: educate, celebrate and give voice

9. Monitoring arrangements

The Headteacher will review and update as necessary the equality information we publish at least annually.

This document including the equality objectives will be reviewed by the local governing board at least every 4 years.

This document will be approved by the local governing board.

10. Links with other policies

This policy links to the following school plans/procedures:

- Accessibility plan
- Risk assessment