

ST JOHN FISHER CATHOLIC PRIMARY SCHOOL

*When You Love To Learn
You Learn To Love*



EQUALITY STATEMENT AND OBJECTIVES

January 2020

OUR MISSION STATEMENT

In this inclusive school, we embrace the teaching of Christ.

We welcome all people into our school community.

We empower everyone to achieve their full potential.

We celebrate the gifts of each individual in the positive environment where we work, learn and live the Gospel.

We create a caring, secure and happy environment where children want to learn.



When you love to learn, you learn to love

Equal opportunity is the right of everyone to equal chances and each individual is respected for who they are.

1. Introduction

This document describes how St John Fisher Catholic Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce.

It outlines the commitment of the staff and Governors of St John Fisher Catholic Primary School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff
- Parents
- Governors
- Visitors to the school
- Students on placement

Equal opportunities should involve all aspects of school life, and is the responsibility of every member of the school community.

2. Aims

We will have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

3. Legislation and guidance

This document complies with our funding agreement and articles of association and 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.](#)

4. Roles and responsibilities

The Governors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the schools, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives to the Headteacher of each school.

All Staff:

- Are expected to have regard to this document and to work to achieve the objectives.

5. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. We will collect and use equality information to help us to:

Identify key issues

- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.
- Assess performance
- Benchmark our performance and processes against those of similar organisations, nationally or locally.

Take action

- Consider taking steps to meet the needs of staff and pupils who share relevant protected characteristics.
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e. staff with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- recruitment and promotion
- numbers of part-time and full-time staff
- pay and remuneration
- Training
- return to work of women on maternity leave
- return to work of disabled employees following sick leave relating to their disability
- appraisals
- grievances (including about harassment)
- disciplinary action (including for harassment)
- Dismissals and other reasons for leaving.

6. Fostering good relations

SJF is aware that those involved in the leadership of the school communities are instrumental in demonstrating mutual respect between all members of the school community.

SJF aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Helping pupils and young people to understand others and value diversity so there is an 'openness' of atmosphere which welcomes everyone to the school.
- Pupils are encouraged to greet visitors to the school with friendliness and respect.
- Promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor display.
- Support disabled pupils in the period of transition between primary and secondary school to ease the stress of moving and increase familiarity with new surroundings
- Wherever possible access to all areas of the school (buildings and grounds) will be for all persons.

7. Publication of Equality Information

We will publish relevant, proportionate information which is broad enough to give a full picture of performance across our school. We will demonstrate how we have used this information to have due regard to all three aims of the duty, for all relevant protected characteristics.

8. Admissions and exclusions

Our admissions arrangements follow the recommendations set out by the Archdiocese of Southwark for Catholic Education, and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any inconsistencies are identified and dealt with.

9. Objectives

- To make St John Fisher Catholic Primary School an inclusive environment where all pupils and staff are welcomed and valued.
- To ensure all governors and staff are aware of current legislation relating to Equality and Diversity and understand the School's responsibility
- Promote 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.
- Provide reasonable means for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities

10. Monitoring arrangements

SJF will update the equality information we publish, as required. This document will be reviewed every 4 years. This document has been approved by the Governing Body of SJF.