

# **St John's Catholic Junior School**



## **Equality Scheme**

Headteacher: Mrs Elaine Mullins

Agreed by Governors:

Date: Spring 2023

Review Date: Spring 2026

## **Statement of intent**

St John's Catholic Junior school School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination they have faced due to their race, sex, disability, gender reassignment, marriage/civil partnership, religion/belief, sexual orientation or age.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

This Single Equality Scheme brings together the school's approach for promoting, equality in our policies and procedures and, most importantly in our day-to-day practices and interactions with the whole school community.

## **School Context and Policy**

Equality of opportunity at this school is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community – children, staff, governors, parents and community members.

It is based on the following core values and ethos as expressed in the school's aims and mission statement

### Our Mission Statement

*Love one another as I have loved you*

St John's Catholic Junior school is a happy, caring school that values the contributions of all to grow together to achieve excellence and success.

## Our School Aims

- We work in partnership to develop the whole child spiritually, morally, intellectually, emotionally, socially, physically and artistically to make the world a better place according to the values embodied in the Gospels.
- We provide fun and stimulating learning opportunities in a happy, healthy, caring learning environment.
- We build relationships and develop self esteem, respect and a sense of belonging in our school, parish and wider community.
- We create experiences that develop life long skills and equip everyone to be responsible, face challenges with confidence and perseverance to become learners of the future.
- We work in partnership with staff, parents, governors, parish and the wider community to create a learning environment that is respectful and tolerant to others.
- We develop our children's understanding of how they learn through British Values and BLP: reciprocity, resilience, Reflectiveness and Resourcefulness.

The governing body have wider responsibilities under the Equalities Act 2010 and will ensure that our school strives to do the best for all of the children and staff, irrespective of disability, educational needs, race, nationality, ethnic or national origin, pregnancy, maternity, sex, gender identity, religion or sexual orientation or whether they are looked after children.

This school is committed to this Equality Agenda, and we intend to achieve equality of opportunity by removing direct and indirect discrimination wherever it exists.

## **School Community**

St John's Catholic Junior School is situated in Bebington, with a catchment area that also includes Port Sunlight and New Ferry. Our school takes children from the parishes of St John's, Bebington and St Luke's, Spital. The school is a two - form entry school with eight single aged classes and standard admission number of 60. The school provides a wraparound preschool provision pre-school (30hrs provision available) on site. Currently there are 249 children on roll between the ages of 7 and 11.

- *Religion/belief context of the school (local and national)*
- 96% of the children are baptised Catholics.
  
- *Ethnicity/culture context of the school (local and national)*
- 90% of our children are white with a UK heritage with 7% from minority ethnic backgrounds. 3% are white other background.
- 24% of pupils are disadvantaged which is in line with national average (24%).
- 4.8% of children have first language not / believed not to be English. This is significantly below national average (21%)
  
- *Socio-economic context of the school (local and national)*
- 24% are entitled to Free School meals, which is in line with national average (24%).
- 22% of our children are on the SEND register
- The school location deprivation indicator was in quintile 3 (average) of all schools

### **1. Legal framework**

1.1. This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006

- Equality Act 2010
  - [Schools who published their equality objectives before March 2018 only] Equality Act 2010 (Specific Duties) Regulations 2011
  - Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
  - Public Sector Equality Duty (PSED)
  - General Data Protection Regulation (GDPR)
- 1.2. This policy also has due regard for non-statutory guidance, including the following:
- DfE (2014) 'The Equality Act 2010 and schools'
- 1.3. This policy operates in conjunction with the following school policies:
- Admissions Policy
  - Complaints Procedures Policy
  - Equal Opportunities Policy
- 1.4. The Equality Act 2010 provides a modern, single legal framework with three broad duties:
- Eliminate discrimination
  - Advance equality of opportunity
  - Foster good relations
- 1.5. For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.
- 1.6. The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.7. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

1.8. The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

1.9. The responsible body for the school is the governing board or the LA.

1.10. The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities

1.11. The school will promote equality of opportunity for all staff and job applicants and will work in line with the Equal Opportunities and Dignity at Work Policy.

## **2. Principles and aims**

2.1. We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

2.2. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences in life-experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

2.3. The school will promote race equality and have due regard to eliminating unlawful racial discrimination, promoting equality of opportunity and good relations between people of different racial groups.

2.4. The school will promote disability equality, ensuring equality of opportunity, eliminating unlawful discrimination and disability-related harassment and encouraging participation by disabled people in public life.

2.5. The school will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.

2.6. Advice, liason, support and transition regarding Transgender people will be sought with the guidance of the Diocese and handled sensitively in partnership with parents and all stakeholders.

2.7. The school will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the community.

- 2.8. The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.
- 2.9. The school will ensure that all staff comply with the appropriate equality legislation and regulations.
- 2.10. The school's Admissions Policy will not discriminate against any protected characteristic in any way.
- 2.11. The school will:
- Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the governing board.
  - Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
  - Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
  - Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity.
  - Reduce and remove inequalities and barriers that may exist.
  - Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones.
  - Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social



cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic.

- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

### **3. Roles and responsibilities**

#### 3.1. The governing body will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way. The school works with the Diocese and LA to ensure the school's admission process is fair and equitable to all pupils.
- The school adheres to recruitment and selection procedures which are fair, equitable and in line with statutory duties and Diocesan/LA guidelines.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Provide information in appropriate and accessible formats.

- Ensure that the necessary disciplinary measures are in place to enforce this policy.

### 3.2. The Headteacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

### 3.3. Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

### 3.4. Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the head of year or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

#### **4. Equality objectives**

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

1. To reduce the use of prejudice-related derogatory incidents and use of derogatory language specifically aimed at race, gender and homophobic terms.
2. To improve the attendance and punctuality of White British who are pupil premium and SEND attendance rates of white other.
3. To ensure all staff and governors are well informed of the Equality Duty Act and are able to deliver and challenge everyone's right to equality.
- 4.2. The school will update all published equality documentation annually and will publish its objectives at least every four years.

#### **5. Collecting and using information**

- 5.1. The school will collect equality information for the purpose of:
  - Identifying any issues

- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
  - Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.
- 5.2. In accordance with GDPR school will keep confidential ,secure individual records on the following information from their staff :
- 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 disabilities
  - Appraisals
  - Grievances (including about harassment)
  - Disciplinary action (including for harassment)
  - Dismissals and other reasons for leaving
- 5.3. Any personal data the school collects will be processed in accordance with GDPR
6. Publishing information
- 6.1. The school will publish information to demonstrate its compliance with the Act.
- 6.2. The school will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have, and it is not reasonably practicable for the employer to obtain the data.

## **7. Promoting equality**

7.1. In order to meet our objectives, the school has identified the following priorities:

- The school will provide auxiliary aids that are directly related to disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life.
- Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.
- The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be differential schemes of work designed to meet the abilities and learning styles of all pupils.
- There will be a clearly defined disciplinary system stipulated in the Behavioural Policy, which will be consistently enforced.
- The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the school.
- The school will ensure there is adequate access to the physical environment of the school..

- Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity.
- 7.2. Equality objectives will be published at least every four years commencing on the date of the last publication.
  - 7.3. Bullying and prejudice will be carefully monitored and dealt with accordingly.
  - 7.4. Annual training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

## **8. Addressing prejudice-related incidents**

- 8.1. The school is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.
- 8.2. The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- 8.3. If incidents continue to occur, the school will address them immediately and report them to the LA.

## **9. Appeal process**

- 9.1. Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g. dress code, using the school's grievance procedure.
- 9.2. The school will adhere to the Complaints Procedures Policy when following the grievance procedure.

## **10. Curriculum**

- 10.1. All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs,

including extra support where this has been identified as a statutory need.

- 10.2. When planning the curriculum, the school will take every opportunity to promote and advance equality.
- 10.3. When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.
- 10.4. The school will develop an appropriate curriculum for all pupils in all vulnerable groups.
- 10.5. The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## 11. Monitoring and review

- 11.1. The headteacher will review this policy annually, to ensure that all procedures are up-to-date.
- 11.2. The policy will be monitored and evaluated by the headteacher and governing board in the following ways:
  - Individual attainment data
  - Ofsted inspection judgements on equality and diversity
  - Incident records related to harassment and bullying
- 11.3. Any changes made to this policy will be communicated to all members of staff.