



## Equality Information and Objectives

As the Mission statement of our school states: ‘Our *Mission is to develop the whole person in a Catholic learning community, to provide a loving Christian environment and to strive for excellence, equality, justice and fairness.*’

The School’s commitment to equality and inclusion is therefore of great importance in all we undertake. We aim to make our school community one where the learning, achievements, attitudes and the well- being of all learners matter.

Educational inclusion is about equal opportunities for all of our learners, whatever their ability, age, gender, ethnic origin, religious beliefs, looked after status, sexual orientation, identity or social or economic background. As a school we aim to pay particular attention to the provision made for, and the achievement of, different groups of learners.

### **1. Aims**

St Bernadette Catholic Secondary School aims to meet its obligations as a Catholic school and under the public sector equality duty by having due regard to the need to:

- Promote the School Mission Statement, in which there is an undertaking to ‘Create opportunities for the moral, spiritual, intellectual, physical, emotional and growth of all members of our School community’ and to ‘seek to achieve this within a loving Christian environment where we strive for equality, justice and fairness
- 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.](#)

### **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,



and that they are reviewed and updated at least once every four 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**

St Bernadette Catholic Secondary School's commitment to eliminating discrimination is rooted in its faith identity. The work entrusted to us is to help each pupil to recognize their dignity as a child of God and to help each one to fulfil the potential that God has given them.

The school is also 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 through school policies, expectations and documentation.

#### **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 which are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. supporting Muslim pupils to observe Ramadan)
- 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 each academic year showing how pupils with different characteristics are performing; determining strengths and areas for improvement and implementing actions in response
- Make evidence available identifying improvements for specific groups

#### **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 respect, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, Personal, Social & Health



Education (PSHE), but also activities in other curriculum areas. For example, as part of teaching and learning in English, pupils are introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues and involving external speakers to contribute in Curriculum Enrichment Days (CEDs)
- Encouraging and implementing initiatives to promote pupils from different backgrounds working together. For example, tutor challenges, extra-curricular activities and Charity Week. All pupils are encouraged to participate in the school's activities, such as sports clubs
- We work with external organisations and agencies to develop 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**

St Bernadette Catholic Secondary 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

## **8. Equality objectives**

- To provide an environment that welcomes, protects and respects diverse people
- To ensure that all students are given the opportunity to make a positive contribution to the life of the school
- To promote cultural understanding and increase cultural opportunities for all pupils
- To address cultural events through year assemblies to increase student awareness and understanding of issues in different communities
- To narrow achievement gaps between groups of learners

## **9. Monitoring arrangements**

The Governors' Mission and Pastoral Committee will update the school's equality information at least every year.

This document will be reviewed and approved by the Governing Body at least every four years.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment