

## Our Lady's Catholic Primary School

### Equality Objectives 2018-2022

There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations (Amendment) Act (2000), Disability Equality Duty (2005) and Equality Act (2010).

Our Lady's Primary School is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

The Governors at Our Lady's Catholic Primary School regularly review the progress we are making to meet our equality objectives with regard to the protected groups (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation) under the Equality Act (2010).

**Characteristics of the school** (The information is based on the September 2018 School Census return)

Our Lady's Primary School is a smaller than average primary school that serves an urban community within the town of Barnstaple. The proportion eligible for free school meals is 11%, which is slightly below the national average. The proportion eligible for pupil premium funding is 21%. The proportion of pupils from ethnic minority groups is 11%. The proportion of pupils identified by SEN support is 22%; SEN support with additional funding is 2% or with an EHCP 6% .

Attendance rates are currently high at 96.2%

Equality Objectives – Eliminate unlawful discrimination, harassment and victimisation.		
Objective	Success Criteria	Date
Staff and governors are reminded of their responsibility under the Equality act.	Recorded in minutes Staff training	January 2019.
The needs of users are taken into account when developing policies and procedures.	Reflected in all policies including staff policies, where the importance of avoiding discrimination and other prohibited conduct is expressly noted.	See policy schedule

Equality Objectives – Advance equality of opportunity between people.		
Objective	Success Criteria	Date
To ensure robust systems for monitoring pupils' progress in place and monitored regularly.	<p>Data analysis shows equality of attainment/ progress for all.</p> <p>Intervention plans show effective action to support pupils at risk of underperforming.</p>	<p>Termly Progress meetings</p> <p>Report to governors on the achievement of key pupil groups.</p> <p>Reports to FGB</p>

Equality Objectives – Foster good relations between people.		
Objective	Success Criteria	Date
To demonstrate on the school's website how the school is complying with the Equality Act 2010 and advancing equality of opportunity.	<p>The website includes:</p> <ul style="list-style-type: none"> <li>• Equality Policy</li> <li>• Equality objectives,</li> <li>• Relevant minutes of Governor meetings.</li> </ul> <p>Reports to the governing body which show evidence of monitoring and planning to meet the needs of pupils with protected characteristics, for example, numbers of pupils with SEND taking part in extra-curricular activities, results of interventions, report on the attainment of pupils with protected characteristics, bullying and attendance data of pupils by the protected characteristics.</p> <p>Local Governing Board to regularly review the equality information available.</p>	December 2018 – November 2019