

## St Columba's Catholic Primary School

# Public Sector Equality Duty

This document describes how the Governing Body of St. Columba's Catholic Primary School intends to fulfil its responsibilities under the Public Sector Equality Duty. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations between people who share a protected characteristic and people who do not share it

### Relevant Policies:

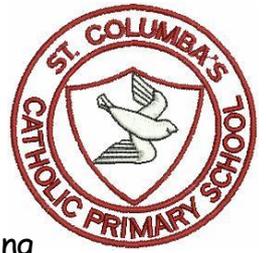
Equality policy

Relationship and Sex Education Policy

Social, Moral, Spiritual and Cultural Policy

### Equality Objectives

- To enable children to love, learn and grow together
- To help children learn that difference and diversity are valued and welcomed.
- To make sure that success in school is not dependent upon being able bodied, belonging to any particular culture, gender, social class, sexual orientation, family circumstance or majority group
- To make sure every adult in school is able to fulfill their role without hindrance and with every support and assistance.



## Guiding principles

To achieve these objectives we all support and apply the following guiding principles to help us make decisions, to evaluate the impact of our work and to inform the way that we act individually and collectively as members of the St. Columba's school community:

- Children are valued as individuals and encouraged and enabled to be confident, successful, resilient and open-minded learners (Great Learners project)
- Families, children, staff and governors work together to set and meet high standards of attendance, learning and behaviour.
- We oppose all prejudice, discrimination and exclusive practices and work to ensure that everyone is regarded as important in our community.
- Staff and governors ensure that they are knowledgeable, fair, adaptable, well organised and that they continue to develop expertise.
- We always provide a high-quality learning environment and an inclusive and wide-ranging curriculum.

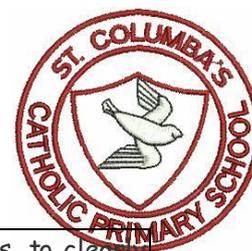
In order to achieve this, the following principles/resources are used.

**No Outsiders in our school:** provides support in the delivery of the objectives outlined in the Equality Act 2010; and in the provision of personal, social, health and economic education (PSHE) for every child.

It provides teachers with a curriculum that promotes equality for all sections of the community. But more than that, the resource aims to bring children and parents on board from the start so that children leave primary school happy and excited about living in a community full of difference and diversity, whether that difference is through ethnicity, gender, ability, sexual orientation, gender identity, age or religion.

**Social and emotional aspects of learning (SEAL)** is a comprehensive, whole-school approach to promoting the social and emotional skills that underpin effective learning, positive behaviour, regular attendance, staff effectiveness and the emotional health and well-being of all who learn and work in schools.

Equality Objectives 2017 - 2018



<p><b>To narrow the gap in attainment between different groups.</b></p>	<p>Rigorously monitor the progress of all groups, to clearly identify any underachievement in performance and adjust provision to support progress. This objective is monitored by the senior leadership team and key staff alongside the school governing body.</p>
<p><b>To promote Spiritual, Moral, Social and Cultural Development through all appropriate curricular activities, with particular reference to issues of equality and diversity.</b></p>	<p>Through assemblies Through PSHE curriculum/SEAL sessions/Circle time Giving children an awareness of different cultures, religions and beliefs through an enriched curriculum. Ensuring children do not use homophobic language and that any incidents are dealt with immediately.</p>
<p><b>To ensure that pupils are punctual and attend school consistently.</b></p>	<p>Registers are checked regularly and where there is concern the school attendance team will work with Family and Attendance service to help family improve.</p>
<p><b>To ensure teachers in school differentiate activities in order that individual pupils can achieve.</b></p>	<p>Planning is checked and books scrutinised by the SLT and co-ordinators to ensure that all activities are differentiated where relevant.</p>
<p><b>To provide additional support for vulnerable children who are at risk of underachieving</b></p>	<p>Classroom support staff to support these children through intervention and in class support. Parent Mentor Coordinator works with families and outside agencies. Parent workshops throughout the year.</p>
<p><b>To provide breakfast club and after school activities for those pupils wishing to take part.</b></p>	<p>The school provides a breakfast club and a range of after school activities which meet the needs of the children. The school monitors the levels of attendance. <b>All activities are free.</b></p>