



St. Mark's Catholic Primary School

*Proudly and Joyfully, we Love, Live and
Learn as God's Children*

EQUALITY STATEMENT

Introduction

At St. Mark's Catholic Primary School, we pride ourselves on the diversity of people who make up our school community; and we value the varied contribution that everyone can make to our learning.

We believe that all children, regardless of race, sex, class, gender, religion, sexual orientation or disability should have high aims and that it is the task of St. Mark's Catholic Primary School staff and governors to help all of our children achieve their potential. To this end, we shall ensure that all areas of the curriculum are suitably resourced in ways that reflect the range of cultures and that encourage children to respect each other's languages and background.

We will confront and discuss racist and sexist language or conduct; and through the positive enforcement of our behaviour and self-regulation policy we will do our best to ensure that all individuals in the schools, including visitors, feel safe and are treated with consideration when they are amongst us.

Key contacts responsible for Equality and Inclusion are:

Mrs. M. Naughton - Chair of Governors

Mrs. D. Linley - Headteacher and Lead DSL

Mr. C. Ellicott - Deputy Headteacher and DSL

Mrs. S. Dykes - Assistant Headteacher and DSL

OUR MISSION STATEMENT:

'Proudly and Joyfully, we Love, Live and Learn as God's Children'

As a catholic school, our aims are to:

- To celebrate the Catholic ethos in all our schools
- To maintain the highest quality of Catholic education by ensuring accountability for standards
- To create an ethos of collective responsibility, through which we will promote achievement and improve pupil performance
- To create and support training and career opportunities for all staff

- To create and strengthen partnerships with other schools and agencies
- To realise best-value by sharing assets, resources and using economies of scale

The Equality Act 2010

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

At St. Mark's, we specifically give high regard to our school by ensuring that we:

- Remove or minimise disadvantages
- Take steps to meet different needs
- Encourage participation when it is proportionately low.
- We have a strong commitment to fairness and equality in everything we do.
- We endeavour to ensure that everyone is treated fairly and with respect.
- We work hard to make sure that our school is a safe and secure environment for everyone
- We recognise that people have different needs and we understand that treating people equally does not always involve treating people exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and carers.
- We aim to make sure that no one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity; colour or national origin; their

gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations. We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

Meeting our duties to promote community cohesion, and the spiritual, moral, social, and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

The Public Sector Equality Act

The information provided in this section shows how we are meeting the public sector equality duty. We are required to have due regard for the need to:

- a. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- b. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- c. Foster good relations across all protected characteristics

The information below is a summary of how we have due regard to the need to eliminate discrimination, harassment and victimisation. Please contact us if you would like to see copies of any of our policies or refer to the policies section of our school website.

We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.

Senior leaders in our school and our governors have been briefed on their legal responsibilities under the Equality Act 2010 and have also been involved in supporting our school to meet their public-sector equality duty.

- We try to keep an accurate record, when possible and appropriate, of the protected characteristics of our pupils and employees.

- We have behaviour expectations and codes of conduct that outline our expectations of both pupils and staff in their interactions with each other, including our approach to tackling bullying, prejudice and discrimination.
- We deal promptly and effectively with all incidents and complaints of bullying and harassment.
- We keep a record of all such incidents and notify those affected of what action we have taken.
- We provide training to all staff in relation to dealing with bullying and incidents of harassment.
- We have a Special Educational Needs Framework which outline the provision the schools make for pupils with special educational needs.
- Our complaints policy sets out the procedures through which we deal with any complaints.
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices.
- We pay due regard within our recruitment practices, to safeguarding and protecting our pupils.
- We have procedures for addressing staff discipline, conduct and grievances.

Consultation and Engagement

We aim to engage and consult with pupils, staff, parents and carers, and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.

Relevant Policies:

- Safeguarding and Child Protection Policy
- Special Educational Needs and Disability Policy
- Complaints Policy
- Behaviour and Self-Regulation Policy
- Accessibility Plan
- Attendance and Punctuality Policy

-Whistle blowing Policy

St. Mark's Catholic Primary School Context : Pupils

This section provides information on the composition of the pupil population at the school with respect to the protected characteristics outlined in the Equality Act. The Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Number of pupils on roll at St. Mark's - 207

DISABILITY The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.

Number of pupils with a disability in school - 0

GENDER

Total % pupils - 98% (207)

Total % female - 50% (104)

Total % male - 49% (103)

SEND

Pupils/Students %

Total % SEND (SEN Support) - 9% (19)

Total % SEND (EHCP) -0.9% (2)

Total % non SEND - 90% (186)

ETHNICITY

Bangladeshi 4% (9)

Indian 19% (40)

Any Other Asian Background 3% (7)

Pakistani 5% (11)

Black - African 1% (3)
Black Caribbean 12% (25)
Any Other Black Background BOTH 8% (16)
Chinese 1% (3)
Any Other Mixed Background 3% (6)
White and Asian 2% (5)
White and Black African 1% (3)
White and Black Caribbean 4% (9)
Information Not Yet Obtained 0.5% (1)
Any Other Ethnic Group 3% (7)
Refused 0.9% (2)
White - British 19% (39)
White Irish 0% (0)
Any Other White Background 10% (21)
Gypsy / Roma 0% (0)

RELIGION

Buddhist 0% (0)
Christian 23% (48)
Hindu 7% (15)
Jehovah Witness 0% (0)
Muslim 15% (32)
No Religion 6% (12)
Not stated 0.9% (2)
Other Religion 0.5% (1)
Pentecostal 0% (0)
Rastafarian 0% (0)

Roman Catholic 36% (74)

Sikh 11% (23)

English as an Additional Language (EAL) 53% (109)

Low-income Backgrounds

Number eligible for Pupil Premium 29% (59)

Number of Looked After Children: 1% (3)

Confidentiality: Guarantees of confidentiality are given to all staff who provide monitoring information or who take part in staff surveys. Names and data are anonymised.

Our staff are employed in the following main groups:

- Teaching staff
- Administrative and other related posts
- Support staff
- Grounds, kitchen and cleaning staff

Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information and focus on those areas where we have agreed to act to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1

Systematically analyse pupil data in relation to achievement, attainment, attendance and behaviour in order to identify and address underperformance or underachievement of any group with specific characteristics (disability, gender and race).

This will be achieved by:

- Ensuring there is robust scrutiny at school, overseen by the school governing body
- Providing training to staff and volunteers to undertake work
- Clear reporting and communication guidelines between the school and the school governing body board
- Commissioning external partners to challenge judgements
- Ensuring swift, effective, evidence-based action is taken to address any underperformance or underachievement

Equality objective 2

Ensure Senior Leaders and governors involved in recruitment and selection are fully aware of and compliant with legal requirements relating to equal opportunities and non-discrimination.

This will be achieved by:

- A rolling programme of training is organised that engages staff and volunteers
- Recruitment panels are trained to reflect on how they will meet legal requirements throughout the process

Equality objective 3

Monitor the representation of staff from black, asian and minority ethnic (BAME) communities and work to increase the proportion so that it more closely reflects the demographic of the student population.

This will be achieved by:

- Consult with existing black, Asian and minority ethnic staff about their experiences of recruitment, identifying potential perceptions/barriers
- Working with the HR Committee to understand how vacancies can be made appealing to a broad demographic and implementing ideas
- Ensure advertising reaches BAME communities

Date Approved: September 2021

Next Review: September 2022

Reviewed and agreed by: St. Mark's Catholic Primary School Governing Body