



ST. PATRICK'S R.C.
PRIMARY SCHOOL

PUBLIC SECTOR EQUALITY DUTY

<i>Date Policy Approved:</i>	<i>February 2020</i>
<i>Date Endorsed by Governors:</i>	<i>February 2020</i>
<i>Date of Next Review:</i>	<i>February 2021</i>

PUBLIC SECTOR EQUALITY DUTY

We come to a Roman Catholic School and so believe that Jesus was born, died and rose again for everyone. We aim to help, encourage and show God's way to our families, making sure that our Catholic traditions and faith are kept alive. Each year at school, we learn a little bit more about our faith so that we can all grow to love God and each other more.

At St. Patrick's, we seek at all times to be a witness to Jesus Christ. We remember this when putting our policies into practice.

What is the Public Sector Equality Duty (the PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

There are three main elements within the act and in carrying out our functions, as a school, we must have regard for the need to:

- 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

It should be noted that age is a relevant characteristic for schools when considering their duties as an employer but not in relation to pupils. The PSED replaces the previous three sets of separate duties to promote disability, race and gender equality. All schools must have 'due regard' to the three elements. Therefore whenever significant decisions are being made, or policies being developed or reviewed, the school will consider carefully the equalities implications.

How does St. Patrick's comply with the PSED?

The school has a range of policies which make explicit the school's commitment to actively promoting equality of opportunity for all. The main policies dealing with equality of opportunity are:

- Equality Policy
- Safeguarding Policy
- SEND Policy
- Accessibility Plan
- British Values
- Behaviour Policy
- Anti-Bullying Policy
- Religious Education Policy
- SMSC Policy
- PSHE Policy
- Relationships & Sex Education Policy
- Data Protection Policy
- Privacy Notice

St. Patrick's prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply with the PSED. Some of these are:

- Provide a broad and balanced curriculum for all pupils
- Actively promote of British Values
- Actively promote of Gospel Values
- Actively promote the behaviour, anti-bullying & e-safety policies
- Class charters
- Aiming to become a Rights Respecting School
- Pupil voice & pupil leaders – JLT, GiFT team, Digital leaders, Urban Crew, Prefects, Buddies, House Captains
- Early intervention from the safeguarding team & other agencies to provide Early Help to children & families with a protected characteristic
- 'Caritas in Action' is part of the R.E. curriculum to develop social teaching & learning
- Weekly prayer & worship which focus on our 'statements to live by'
- Assemblies to explore & raise awareness of inequalities –e.g. CAFOD
- Fundraising for various charities
- Curriculum R.E. includes the teaching of world religions & other faiths
- Pupil progress meetings – monitor and evaluate the attainment & progress of all pupils, looking at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.
- Individual Education Plans & EHCPs meet the needs of individual pupils
- SENDCo meets with parents each term to provide relevant support for pupils & parents
- Strong links with school health and other medical professionals such as CAMHS and Community Paediatrics.
- Interventions to maximise progress for all pupils
- Nurture groups during leisure times
- Prayer & worship led by our GiFT team
- Encouraging pupils to participate in before, after school & lunchtime clubs
- Caritas Social Worker works with individual pupils to support their needs
- Play therapist works with individual pupils to support their needs
- Behaviour consultant works with individual pupils & staff to support pupils' needs
- Curriculum trips are inclusive for all
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Equality Objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives. Our objectives are based on analysis of data and other information and are linked to our whole school priorities set out in our school self-evaluation and school improvement plan. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantage. We will review them annually and publish them every four years.

Objective 1: to reduce levels of persistent absence for disadvantaged pupils.

Objective 2: to ensure that disadvantaged pupils make the same level of progress as other pupils.

Objective 3: to raise awareness & understanding of issues facing LGBT+ children & their families.

Objective 4: to review the school's anti-bullying policy to ensure it is compliant with PSED and our equality policy.

Why have we chosen these objectives?

- Persistent absence for disadvantaged pupils is above national average.
- Poor school attendance is linked to poor attainment as well as poor relationships with peers.
- We recognise the increase of issues facing LGBT+ children. All staff need to be aware of the law in relation to equalities in school.
- Our policies need to impact on practice.

To achieve these objectives we plan to:

- Identify and target pupils
- Review and refine the school's attendance policy & procedures to enable us to provide earlier intervention with identified pupils and families
- Provide pastoral support to identified pupils – e.g. Caritas Social Worker, breakfast club, Night Owls, Early Help
- Provide training for all staff so that we have a deeper understanding of the issues facing LGBT+ children and their families
- Ensure policies fully support equality for LGBT+ pupils and staff in school.
- Review and update the school's anti-bullying policy, working with pupils, staff and parents so that all pupils are equal.

Success Criteria

- Reduce persistent absence for disadvantaged pupils so that it is more in line with other pupils (8%)
- Anti-bullying policy is updated to include pupils with a protected characteristic.
- The anti-bullying policy impacts on practice so there are reduced bullying incidents across the school
- 100% of staff report that they have a better understanding of pupils who are LGBT+ and will know how to support these pupils and families.