



Holy Cross Catholic

Voluntary Academy

*We live, grow, learn and pray together in faith, showing
God's love in all we do and say.*



Part of the St Thomas Aquinas Catholic

Academy Trust

Equality Objectives

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| Policy Date: | February 2024 |
| Review Date: | February 2024 |
| Ratified by the Local Governing Body: | February 13 th 2024 |
| Headteacher: | Karen McVea |
| Chair of Governors: | Hilari Chetwood |

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1. Aims

Holy Cross Catholic School aims to meet its obligations under the public sector equality duty by having due regard to 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

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](#).

This document also complies with the funding agreement and articles of association.

3. Roles and responsibilities

The Local 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
- Identify any staff training needs, and deliver training as necessary

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

Holy Cross Catholic School is 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 responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

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, travellers);
- Taking steps to meet the particular needs of people who have a particular characteristic where appropriate;
- Encouraging people who have a particular characteristic to participate fully in any activities.

In fulfilling this aspect of the duty, the school will:

- Monitor data, including behaviour records, to inform and improve practice.

6. Fostering good relations

Holy Cross Catholic School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures;
- Holding assemblies dealing with relevant issues in which pupils are encouraged to take a lead, as appropriate;
- Working with the local community including organising school trips and activities based around the local community;
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school; the School Council has representatives from different year groups and is formed of pupils from a range of backgrounds, as does the school Chaplaincy Team, Eco-Committee and Sports Leaders group. All pupils are encouraged to participate in the school's activities, such as sports clubs. The school will also work with parents to promote knowledge and understanding of different cultures

7. Equality considerations in decision-making

Holy Cross Catholic School ensures it has due regard to equality considerations whenever significant decisions are made.

Holy Cross Catholic 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.

We recognise the need to treat people fairly in accordance with the precepts of the Catechism of the Catholic Church. We understand the principles of the Equality Act 2010 and the work needed to ensure that those with protected characteristics are not unjustly discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

8. Equality objectives

Objective 1: *to ensure reasonable adjustments are made for staff/ pupils with disabilities, to meet their needs better and ensure that any disadvantages they experience are addressed.*

Why we have chosen this objective: child in wheelchair / teacher with arthritis

To achieve this objective we plan to: make adjustments to expectations for teaching and learning in PE/swimming, and for playground duty (staff);

Progress we are making towards this objective: adjustments made to expectation for teaching of PE for one staff member – one child needs PE curriculum adaptations (in progress) to be reviewed at end of year 2019-20

Objective 2: *To raise the profile of equality, in keeping with the teachings of the Catholic Church, by providing staff training time for all members of staff on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*

Why we have chosen this objective: to ensure all staff, especially those new to the school are familiar with the expectations and requirements;

To achieve this objective we plan to: include the topic in the staff meeting schedule

Progress we are making towards this objective: to be reviewed at end of year 2019-20

9. Monitoring arrangements

The Local Governing Body will update the equality information published by the school on an annual basis.

This document will be reviewed by at least every 4 years.

This document will be approved by the Local Governing Body.

10. Links with other policies

Due regard is given to matters of equality when producing all school policies. For example:

- Accessibility plan
- Risk assessment
- Behaviour Policy
- Attendance Policy