

EQUALITY INFORMATION & OBJECTIVES

Our Lady of the Visitation Catholic Primary School



Approved by: Maureen Gordon

Date: September 2014

Last reviewed on: September 2018

Next review due by: September 2020

Our Lady of the Visitation Catholic Primary School

Everyone has the right to be treated with dignity and respect.

Overview

Our school welcomes our duties under the Equality Act 2010. The Act prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 requires us to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the Public Sector Equality Duty (PSED) and its purpose is to promote equality for all.

In brief, this means that as a school we must consciously think about these three aims as part of our decision making processes and pay due regard to equality issues within all our key policies and future planning.

- We value all learners equally.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist.
- We consult and involve widely
- We monitor that all school policies are compliant with the Equality Act 2010

Objective

- We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. (Accurate use of tracking data and assessment will be used to ascertain whether a pupil is underachieving.)
- We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential (evidence to be monitored will include lesson observations, 'learning walks', schemes of work, lesson plans.)
- We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable (evidence to be monitored will include exclusion data and monitoring of behaviour.)

Review 2018/2019

The school's population, including its workforce, continues to reflect the local community that it is located in. We believe that we have maintained our dedication, and given due regard to the three overarching aims of the equality duty. In relation to our three objectives, both internal and external data implies that we have met all of these aims for this academic year.