**St Peter and St Paul**

**Catholic Primary School**



**Public Sector Equality Duty Statement (PSED)**

Our school’s mission statement, **“To grow in knowledge and love, and walk in the footsteps of Jesus”** makes it clear that it is our duty to love and value every child. We follow the example and teachings of Christ and everything we do is inspired by Gospel values. As a Catholic school, we are totally committed to treating everyone with dignity and respect and to giving all our children every opportunity to achieve the highest of standards.

The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics:

1. Age

2. Disability

3. Sex (gender)

4. Race (ethnicity)

5. Pregnancy and Maternity

6. Religion and Belief

7. Sexual Orientation

8. Transgender

9. Marriage and Civil Partnership

The Equality Act introduced a single Public Sector Equality Duty which applies to all public authorities, including maintained schools and academies and which came into effect in April 2011. It has three main elements:

* Eliminating discrimination and other conduct prohibited by the Equality Act
* Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
* Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not

At Ss. Peter and Paul Catholic Primary (Ss. PP), we welcome our general duty under the Equality Act 2010. We are committed to equality both as an employer and as a service-provider and we carry out our day-to-day work through our embedded values:

* We try to ensure that everyone is treated fairly and with respect
* We want to make sure that our school is a safe, secure and stimulating place for everyone
* We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all 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 parents/carers, and through our school staff and pupil leaders such as School Council
* 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.

The Equality Duty helps schools to focus on key issues of concern and on how to improve pupil outcomes which is also central to the OFSTED inspection framework. It requires our school to publish information about Equalities and set Equality Objectives.

We welcome too, the emphasis in the OFSTED framework on the importance of narrowing gaps in achievement which affect specific groups of pupils such as those from certain cultural and ethnic backgrounds, those who belong to low-income households, pupils known to be eligible for free school meals amongst others.

We do this by taking account of pupils’ varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. This PSED statement and the associated policies are intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity, religion, attainment, age, disability, gender identity or background.

We monitor the achievement of pupils by race, gender and disability and we use this data to support pupils, raise standards and ensure inclusive teaching. We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment that champions respect for all. At Ss. PP, we believe that diversity is a strength and should be respected and celebrated by all those who learn, teach and visit here.

At Ss. PP, we have decided to focus on the 3 main Equality Objectives on:

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| **Objective** | **Rationale and actions** | **Intended Impact** |
| Continue to promote understanding, value and respect for diversity for example increasing understanding between pupils from different faith communities. | We have targeted this area on the SDP for further development of the school curriculum. The PSHE program, British values exemplification, Global Learning and Philosophy for children inclusion (P4C) are approaches that will support this.* Ensure school policies & procedures promote equality of opportunity
* Continue the implementation of our PSHCE curriculum across the school & in line with revised RSE 2020 curriculum.
* Audit of school curriculum to ensure it facilitates children’s understanding of other faiths and cultures and promotes tolerance of all groups: identify & map out opportunities to explore other faiths e.g.: visitors from other faiths invited into school (Hindu, Muslim, C of E, Jewish Faith); plan visits to Mosque, Synagogue, Temple; workshop
 | Children aware of and experience a wide range of religions and cultures through their curriculum  |
| Increase understanding of different types of bullying & discrimination    | We must prepare our children for life in a diverse world and becoming global citizens. This means taking a ‘zero tolerance’ approach towards discriminatory language. In particular, ensuring pupils’ use of homophobic language is eliminated. We must increase understanding amongst pupils and staff of:* homophobic & transphobic behaviours
* respect for different sexual orientations
* Tasks include a whole school review & update of Visions & Values; Behaviour for Learning and Anti-bullying Policies
* Attendance at Anti-bullying Conferences and participation in anti-bullying week.
* Logging and monitoring all forms of bullying incidents
* Reported to GB regularly; review process as needed
 | School has an embedded ‘zero tolerance’ attitude towards all types of bullying that everyone understands and accepts.  |
| Deepen understanding and awareness of key issues in media & community that challenge prejudices (especially in light of attitudes towards Colonialism, Immigration and Black Lives Matter protests)  | Relevant assemblies, whole school projects eg around the homeless, immigration & refugees to develop & strengthen understandingFund raising events to promote needs of children deprived of basic rights locally & around the world e.g. CAFOD, Curriculum opportunities to challenge injustices, prejudices and promote awareness of achievements and impact of diverse ethnic groups eg: exploring stories, poems, literature from BAME origins; listening to & discussion topical issues on programs like Newsround. Establish School of Sanctuary Status | Because our school community know & understand more deeply how prejudices are promoted, they are more respectful, tolerant and challenge such attitudes. |