

PUBLIC SECTOR EQUALITY DUTY

Mission Statement

Our school community is rooted in the Gospel and the vision of St. Catherine of Siena. This inspires each of us **'To be who God wants us to be and so set the world on fire.'**

- We are called to love one another as we seek to be the best in all that we learn and do.
- We celebrate and nurture the gifts, talents and skills of everyone.
- We commit ourselves to grow together in faith, love and service.

What is the Public Sector Equality Duty (PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, 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:

- A. Eliminate discrimination and other conduct prohibited by the act.
- 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 characteristics - between people who share a protected characteristic and people who do not share it.

Age is a relevant characteristic for schools when considering their duties as an employer but not in relation to pupils.

All schools must have 'due regard' to the three aspects highlighted above. Whenever significant decisions are being made, or policies being developed or reviewed, the school will consider carefully the equalities implications.

How does St Catherine's comply with the PSED?

The school has a range of policies which outline our long established commitment to actively promoting equality of opportunity for all. The main documents dealing with equality of opportunity are:

- Equality policy
- Special Educational Needs and Disability (SEND) Policy
- Behaviour and Anti-Bullying Policy
- Accessibility Plan

St Catherine's RC Primary School is committed to inclusion for all, but is far from complacent and we remain focused on ensuring that our response to the PSED is

significant and effective in each of the three main elements.

A. Eliminate discrimination

St Catherine's RC Primary School is a larger than average primary school with a nursery in Didsbury, Manchester. There are currently 441 children on roll, including 34 in the nursery class, with 95% of the pupils baptised Catholics. The pupil profile includes 71% from a white British background with 29% from a minority ethnic background and 6.5% who do not have English as their first language. Approximately 79% of children in the current Year 6 have been in school since Reception class. The total percentage of pupils identified with SEND is 11.9% which is below the national average and of these 0.9% have significant additional needs.

Close tracking of all pupil outcomes takes place in a structured and systematic way using the established School Pupil Tracker system. Staff monitor the attainment and progress of all pupils regularly and look at the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it. Interventions are planned and implemented where underachievement, low attainment or concerns about specific groups or individuals are identified. This monitoring, evaluation and the analysis of data is used to drive progress for every single child.

2. Advance equality of opportunity

St Catherine's is committed to advancing equality of opportunity between people who share a protected characteristic and people who do not share it, and has a range of approaches in place to ensure that this happens. Examples include:

- Where necessary, we use the services of outside agencies to support families and individual pupils. Our Inclusion Lead oversees commissioned and in school support for our most vulnerable pupils and families. Pupils with SEND, including those with medical needs, are fully supported by through school based support and external specialist professionals.
- We have excellent links with local providers, which ensures that transition into early Years and Year 7 runs smoothly. We use the resources of the Manchester Safeguarding board and Child Adolescent Mental Health Service (CAMHS) and employ a Caritas Social Worker for pupils who need this type of expert support.
- The governing body committees regularly review existing provision. They have created an Accessibility Plan and Equality Policy.
- Pupils needs are effectively identified and their learning is provided for, not only in routine differentiation, but specifically according to individual need. We select individuals for courses, duties and involvement in appropriate activities that will use and extend their abilities, gifts and talents.

3. Foster good relations across all characteristics

St Catherine's adopts a wide range of approaches to foster good relations across all characteristics. Some specific examples include:

- We participate in fund raising for many charities supporting local, national and global issues, which are understood and supported by children.
- The curriculum develops our pupils' awareness of different countries and cultures, for example, through the Year 5 cultural exchange programme with two schools in northern Spain.

- All governors demonstrate a high level of engagement with the school in areas such as health and safety, Social, Moral, Spiritual and Cultural development, SEND and equality. They concern themselves with the inclusive nature of our school, the well-being of staff and pupils and with attendance and behaviour. We have a dedicated Pupil Premium Governor and an Inclusion Governor who are focused on the needs of our most vulnerable pupils.
- Our partnership with local schools is an integral part of our school provision. We work with the local Didsbury cluster of schools, the Catholic partnership and the Manchester Schools Alliance. Through these partnerships our children have access to a range of activities that span the curriculum.
- We are proud of our extended services offered in the form of a variety of clubs, which are inside (at lunchtimes) and outside of the school day. The impact of this is that children experience enrichments to the basic curriculum. These clubs are popular and well attended.

Our Equality Objectives

Under the Public Sector Equality Duty (PSED) St Catherine's is required to set Equality Objectives. Our published information will be updated annually and objectives published at least once every four years.

Objective 1: To narrow the gap between the progress made by 'all' children and that made by 'groups' of children such as those eligible for the Pupil Premium.

Objective 2: To ensure that future reviews of all school policies include information about, and links to, PSED. In order to eliminate discrimination all school policies will be reviewed and revised to ensure that where relevant the importance of avoiding discrimination, victimisation or harassment is expressly noted.

Objective 3: To ensure that staff induction includes raising awareness of, and staff understanding their responsibilities under, the Equality Act.

Objective 4: To further develop our school community's understanding of our school vision.