

Our Lady of Lourdes Catholic Primary School



*Loving like Mary,
Serving like Mary,
Learning like Mary,
Believing like Mary*

Equality Information and Objectives

Date	Review Date	Coordinator	Nominated Governor
October 2021	October 2025	S. Nutman	Leadership and Management Portfolio Holder

The Public Sector Equality Duty 2011 has three aims under the general duty for Schools, Academies and Settings:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.

Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.

Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our Lady of Lourdes Catholic Primary School has considered how well we currently achieve these aims with regard to the nine protected

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equality characteristics: age /race /disability /sex /gender reassignment /marriage or civil partnership /pregnancy and maternity /religion and belief and sexual orientation

In compiling this equality information we have:

- Identified evidence already in school for equality within policies and practice and identified gaps.
- Examined how our school engages with the protected groups, identifying where practice could be improved.

Protected characteristics	Aims of the general duty			Areas to develop
	What evidence do we hold that we eliminate unlawful discrimination, harassment and discrimination?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?	
Through all equality strands	<p><i>Pupils demonstrate their understanding of fundamental British values such as respect and democracy,</i></p> <p>Ofsted 2017</p> <p>Staff Training PSHE/RSE curriculum</p>	Assemblies, workshops and training to promote equality within the school community.	We promote a Christian ethos that is accepting of all mankind.	<p>Nominate governor/SLT to lead equality.</p> <p>Timetable equality awareness through training/workshop/assemblies to continue to embed equality awareness</p> <p>Monitor the school workforce/leadership to ensure it is representative of the diverse nature of our community</p>
Race	We promote racial equality through policy and action Tracking attainment results to	Ensuring equality of opportunity through careful tracking of attainment.	Positive engagement with all our community to ensure equality of access for all pupils.	<p>Introduce a 'Record of Equality Incidents' to monitor incidents and training needs.</p> <p>Continue to ensure images</p>

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	<p>Identify and respond to any pattern of underperformance for race groups.</p> <p>Pupil workshops on Show Racism the Red Card and Black History Month</p>	<p>Ensuring equality of opportunity through careful monitoring of access to provision from all race groups.</p>		<p>used in school reflect a diverse society and avoid stereotypes.</p> <p>Ensure curriculum reflects a diverse community.</p> <p>Ensure that communication to parents for whom English is not a first language is reviewed regularly.</p> <p>Audit extra-curricular activities as well as residential trips and evening activities to ensure there is equality of opportunity</p>
Disability	<p>We promote equality through policy and action.</p> <p>Disability, Discrimination and accessibility Policy</p> <p><i>The small group of pupils across the school that are disadvantaged or those who have SEND are well supported and make good progress.</i></p> <p>Ofsted 2017</p>	<p>Careful monitoring of academic progress.</p> <p>Ensuring the curriculum is differentiated to enable accessibility.</p> <p>Through the advice and support of wider agencies.</p> <p>Positive disabled role models promoted through assemblies</p>	<p>Positive engagement with all our community to ensure equality of access for all pupils.</p> <p>Providing accessibility to the curriculum and throughout events in the school day.</p>	<p>Continue to promote positive disabled role models through assemblies and workshops</p>

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Sex	Promote gender equality through policy and action Differences in girls' or boys' achievement tackled through teaching strategies	Ensuring equality of opportunity through careful tracking of attainment	Positive engagement with all our community to ensure equality of access for all pupils	Track pupils attainment to identify gender differences Audit curriculum provision to ensure equality of provision
Gender Reassignment	We follow the legal requirements to ensure all people are treated equally.	N/A at the present time	N/A at the present time	N/A at the present time
Pregnancy and Maternity	We follow the legal requirements to ensure all people are treated equally.	Meeting staff's need for flexible working arrangements where possible.	Meeting staff's need for flexible working arrangements where possible.	
Marriage or civil partnership	We follow the legal requirements to ensure all people are treated equally.	We promote a Christian ethos that is accepting of all mankind.	We promote an acceptance of all people.	
Age	We follow the legal requirements to ensure all people are treated equally.	We provide a positive working environment for staff.	We provide a positive working environment for staff.	
Religion and Belief	We follow the legal requirements to ensure all people are treated equally.	We promote a Christian ethos that is accepting of all mankind	We ensure that staff and pupils feel accepted in a faith school and able to be involved in our religious activities.	Build on curriculum work to ensure visits to other faith denominations and for visitors to talk to pupils in lessons and assemblies.
Sexual Orientation	We follow the legal requirements to ensure all people are treated equally. Assemblies and class work on homophobic bullying.	We promote an understanding of all types of families in RE and PSHE	No tolerance of offensive language Mission statement promotes the love of all people	Identify in assemblies and in PSHE in an age appropriate manner that homophobic bullying is unacceptable

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Equality Objectives Action Plan

Our equality objectives are:

- To promote respect and understanding for all peoples reflecting our mission to love like Mary our Mother
- To foster an understanding of the wider community and develop links to facilitate Catholic social teaching
- To ensure that all pupils have the same opportunity of experience in our extra-curricular provision.
- To ensure the school environment is accessible as possible to all pupils, staff and visitors.
- To reduce prejudice and increase understanding of equality through direct teaching across the curriculum.
- To actively work to close gaps in attainment and achievement between pupils and all groups of pupils; especially disadvantaged pupils, pupils with special educational needs and disabilities and looked after children.
- Actively close gaps in attainment and achievement between pupils and all groups of pupils; especially students eligible for free-school meals, pupil premium students, students with English as an additional language, students with special educational needs and disabilities, and looked after children

* Equalities information will be updated annually and progress towards our objectives will be monitored and reviewed every year. In line with legislation, the objectives will be re-published formally, at least every 4 years.

Equality Objectives for period October 2021 – October 2025

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Objective	Which group(s) with protected characteristics will this benefit/	Actions and who will be involved?	Timescale	Which general duty/ies will it address?	How will we measure our success?
To promote respect and understanding for all peoples reflecting our mission to love like Mary our Mother	All protected groups	<p>Promotion of the equality of all people as children of God through PSHE (PSHE Lead)</p> <p>Collective Worship and Assembly Programme (HT)</p> <p>Staff Training (Personal Development Lead)</p>	Ongoing	Working to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	<p>The community are aware of discrimination and that it is unkind and unlawful.</p> <p>Staff know how to handle discrimination</p>

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To foster an understanding of the wider community and develop links to facilitate Catholic social teaching	All protected groups	<p>Links and support with local, national and international charities are established (HT)</p> <p>House Captains work to promote their charities and an understanding of their cause (HT and House Captains)</p> <p>Social education delivered in assembly and as part of the RE curriculum (HT and RE lead)</p>	Ongoing	Fostering good relations between people	<p>The community is actively involved in charity work and has an understanding of why this is necessary.</p> <p>House captains act as positive role models for the wider community.</p> <p>The community has an increased awareness of the needs of others.</p>
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To ensure that all pupils have the same opportunity of experience in our extra-curricular provision.	Age, disability, gender reassignment, race, religion or belief, sex	Analysis of register of attendance. Parents and pupil questionnaire A clear intention that provision reflects the diversity of the wider community (Senior Leadership, PE Lead)	Ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	Attendance of after school clubs is reflective of our school community All children attend at least one club or extra-curricular activity during the year.
To ensure the school environment is accessible as possible to all pupils, staff and visitors.	Disability	Keep accessibility plan up to date (see plan) SENDco, Health and Safety Governors	Ongoing	Advance equality of opportunity between people who share protected characteristics and those who do not	All pupils able to access learning and environment
To reduce prejudice and increase understanding of equality through direct	All protected groups	Manage an effective system for recording incidences of discriminatory behaviours.	Ongoing	Eliminate unlawful discrimination, harassment and victimisation and other	A reduction in recorded incidents of specific name calling i.e. homophobic/racist

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teaching across the curriculum.		<p>Systems ensure swift identification of any issues, prompt and effective action involving parents where necessary and comprehensive recording.</p> <p>Curriculum design ensure that equality is taught in all year groups</p> <p>Ongoing review of resourcing to ensure all people are represented to our pupils</p>		conduct prohibited by the Act.	<p>An improvement in everyone's understanding of the implications of homophobic name calling</p> <p>The wider community understands the importance of promoting equality.</p>
To actively work to close gaps in attainment and achievement between	Age, disability, gender reassignment,	Ensure the curriculum is accessible in order to	Ongoing	Advance equality of opportunity between people who share protected	Achievement gaps between groups of pupils will be narrowed.

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pupils and all groups of pupils; especially disadvantaged pupils, pupils with special educational needs and disabilities and looked after children	race, religion or belief, sex	<p>meet all children's needs and interests.</p> <p>Introduce specific interventions for Literacy and Numeracy have significant impact to enable pupils to make good progress</p> <p>Improve parental engagement by through effective communication to enable effective support at home</p> <p>(Class teachers, SENCo,)</p>		characteristics and those who do not	
			<p>Monitoring arrangements: Inclusion and Outcomes Team and Personal Development, behaviour and Welfare Team to monitor work on Equalities Act through analysis of data and presentation of evidence by staff concerned.</p>		

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	Review dates: October 2025
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Headteacher:	<i>S. Nutman</i>	Date:	October 21
Chair of Governing Body:	<i>[Signature]</i>	Date:	October 25