



Happy in His  
loving care



## St Augustine Webster Catholic Voluntary Academy Equalities Information and Objectives

<b>Date agreed by governors:</b>	<b>January 28<sup>th</sup> 2021</b> <b>Objectives Reviewed January 2023</b>
<b>To be reviewed:</b>	<b>3 years</b>
<b>Policy Holder</b>	<b>Head teacher</b>

### Mission Statement Links

Developing an awareness of God's love and presence in our lives	Meeting the emotional needs of all to grow and become valued members of society
Developing a positive set of attitudes, values and beliefs allowing us all to make sound and moral judgements in the light of personal commitment to the Lord, Jesus Christ	Providing high quality learning experiences and achieve high standards in all we do
Fostering caring relationships with the school community supporting our links with home and parish	Providing a stimulating and well cared for environment for all
Aiming to always do our very best	Valuing and celebrating everyone's work and contributions
Being respectful to each other and take pride in our school	Being friends with Jesus through prayer, worship and liturgy

### Equality Act

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duties under the Education and Inspections Act 2006 to promote community cohesion.

In addition to this short statement, we also have an Equality Policy.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct 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 between people who share a protected characteristic and people who do not share it.

### Information about the pupil population

Number of pupils on roll at the school:402

### Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. The protected characteristics are: race, disability, sex, age, religion or belief, sexual orientation, pregnancy or maternity and gender reassignment.

### Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.'

<b>Pupil Special Educational Needs:</b>		
	<b>Number of pupils</b>	<b>% school population</b>
<b>SEN support</b>	45	11.9%
<b>Statement/EHC plan</b>	3	10.8%

<b>Ethnicity and Race</b>		
	<b>Number of pupils</b>	<b>% school population</b>
<b>Minority Ethnic Groups</b>	276	73.4%
<b>EAL</b>	247 (24 languages)	63%

<b>Gender</b>		
	<b>Number of pupils</b>	<b>% school population</b>
<b>Male</b>	179	47.2%
<b>Female</b>	200	52.8%

### Meeting the requirements

#### Eliminate discrimination/harassment:

- We have a school positive behaviour policy that treats all children fairly and takes into account specific needs.
- We deal promptly and effectively with all incidents of bullying and harassment and keep records of actions.
- We have a SEND policy that outlines school provision.
- All policies relating to the recruitment and employment of staff are in line with Local Authority guidance.
- The school's values

#### Advance Equality:

- Data demonstrates that most groups of pupils make progress that is broadly in line with the national value.
- The head teacher and SENDCO co-ordinates works to meet the needs of any vulnerable pupils.
- Staff training supports specific issues e.g. effective teaching for ASD pupils, Looked after etc.
- The Accessibility Audit and Plan supports our aim to be an inclusive school.

#### Foster good relations

- Our RE curriculum includes the study of key religious groups within the UK.
- We link with groups, organisations and projects in the local community.
- The school promotes the spiritual, moral, social, vocational and cultural development of all pupils through all aspects of the curriculum and school life.

### Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

<b>Equality Objective 2021-2024</b>			
	<b>Objective</b>	<b>Success Criteria</b>	<b>How measured</b>
<b>1.</b>	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.	1. Children and staff will develop a deeper understanding of school values. 2. Children will be able to articulate how the values live out their lives.	1. Pupil discussion. 2. Scrutiny of behaviour logs.

		3. Children will feel happy and valued at school.	
2.	To ensure the curriculum redesign meets the needs of ALL learners.	<ol style="list-style-type: none"> <li>1. All learners take part fully in all areas of the curriculum.</li> <li>2. Vast majority of pupils say they enjoy learning.</li> <li>3. All groups of pupils are making progress across the curriculum.</li> </ol>	<ol style="list-style-type: none"> <li>1. Pupil surveys</li> <li>2. Curriculum lead monitoring.</li> <li>3. Learning walks.</li> <li>4. Lesson observations.</li> <li>5. Governor monitoring.</li> <li>6. Pupil books.</li> </ol>
3.	To further improve staff understanding of equality and inclusion.	<ol style="list-style-type: none"> <li>1. Some form of equality/inclusion training is included in the staff induction.</li> <li>2. Regular updates on equality and inclusion through staff meetings and training.</li> </ol>	<ol style="list-style-type: none"> <li>1. Staff surveys will highlight that staff have a good understanding of inclusion and equality.</li> <li>2. Staff feel they have appropriate development in equality and inclusion.</li> </ol>

## Reviews

2022 Review			
	Objective	Evaluation	Date
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.	School Values introduced. Most children can talk through their understanding of values. School to move to virtues next academic year. Pupil voice show that pupils believe all people should be valued.	Jan 22
2.	To ensure the curriculum redesign meets the needs of ALL learners.	All SEND processes reviewed including identifying additional needs.	Jan 22
3.	To further improve staff understanding of equality and inclusion.	Raft of SEND support training completed throughout the year. Teachers feel more secure in promoting inclusive classrooms	Jan 22

2023 Review			
	Objective	Evaluation	Date
1.	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.	Pupil voice around their understanding of protected characteristics is strong (safeguarding Review Oct 2022 SIP visit November 2022). School introducing 'virtues' to further embed positive character traits.	Jan 23
2.	To ensure the curriculum redesign meets the needs of ALL learners.	Reading support through 'Rapid Catch Up' introduced in KS 2. Vocabulary teaching reviewed which is now having greater impact on retention. Further opportunities for responsibilities around school and structured activities at lunchtimes has resulted in improved Behaviour and Attitudes and Personal Development.	Jan 23
3.	To further improve staff understanding of equality and inclusion.	Continued training around SEND issues. Staff involvement in reporting SEND progress to parents. Staff working more independently to set appropriate targets for SEND pupils.	Jan 23

<b>2024 Review</b>			
	<b>Objective</b>	<b>Evaluation</b>	<b>Date</b>
<b>1.</b>	To continue to treat all children and adults with courtesy, respect, integrity and dignity through development of the school values.		
<b>2.</b>	To ensure the curriculum redesign meets the needs of ALL learners.		
<b>3.</b>	To further improve staff understanding of equality and inclusion.		