



Happy in His
loving care



St Augustine Webster Catholic Voluntary Academy Equalities Information and Objectives

Date agreed by governors:	September 2024
To be reviewed:	3 years
Policy Holder	Head teacher

Mission Statement Links

We consider ourselves a big happy family that is welcoming, caring and successful. Our school is a place where we show mutual respect, understanding and tolerance of all people in the world, and where we take responsibility for our actions. It is a place where self-belief and confidence are nurtured but, most of all, a place where we live out our virtues and keep Christ at the centre of everything we do.

We are Happy in His Loving Care.

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:340

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.'

Pupil Special Educational Needs:		
	Number of pupils	% school population
SEN support	45	12.9%

Statement/EHC plan	1	0.3%

Ethnicity and Race		
	Number of pupils	% school population
Minority Ethnic Groups	253	74.9%
EAL	212(36 languages)	63.5%

Gender		
	Number of pupils	% school population
Male	165	48.9%
Female	175	51.1%

Meeting the requirements

Eliminate discrimination/harassment:

- We have a school Positive Behaviour Policy that treats all children fairly and takes into account specific needs. The school's Positive Behaviour Policy makes direct reference to 'protected characteristics' and has a clear approach to dealing with any behaviour that may be discriminatory.
- 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 virtues teaching teaches 'Love of Neighbour', 'Respect' and 'Courtesy.'
- The school promotes Catholic Social Teaching which includes teaching on 'Human Dignity', 'Solidarity', 'Participation' and 'Preferential Option for the Poor'.

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.

Equality Objective 2024-2027			
	Objective	Success Criteria	How measured
1.	To continue to develop virtues teaching so that pupils and staff develop good virtues and as a result have integrity and show respect, courtesy and a love for all.	1. Children and staff will develop a deeper understanding of school virtues. 2. Children will be able to articulate how the values live out their lives. 3. Children will feel happy and valued at school.	1. Pupil discussion. 2. Staff voice 3. Scrutiny of behaviour logs.
2.	To ensure the curriculum redesign meets the needs of ALL learners.	1. All learners take part fully in all areas of the curriculum. 2. Vast majority of pupils say they enjoy learning. 3. All groups of pupils are making progress across the curriculum.	1. Pupil surveys 2. Curriculum lead monitoring. 3. Learning walks. 4. Lesson observations. 5. Governor monitoring. 6. Pupil books.
3.	To further improve staff understanding of equality and inclusion especially in the changing demographics of the school.	1. Some form of equality/inclusion training is included in the staff induction. 2. Regular updates on equality and inclusion through staff meetings and training.	1. Staff surveys will highlight that staff have a good understanding of inclusion and equality. 2. Staff feel they have appropriate development in equality and inclusion.

Reviews

2025 Review			
	Objective	Evaluation	Date
1.	To continue to develop virtues teaching so that pupils and staff develop good virtues and as a result have integrity and show respect, courtesy and a love for all.		
2.	To ensure the curriculum redesign meets the needs of ALL learners.		
3.	To further improve staff understanding of equality and inclusion especially in the changing demographics of the school.		

2026 Review			
	Objective	Evaluation	Date
1.	To continue to develop virtues teaching so that pupils and staff develop good virtues and as a result have integrity and show respect, courtesy and a love for all.		
2.	To ensure the curriculum redesign meets the needs of ALL learners.		
3.	To further improve staff understanding of equality and inclusion especially in the changing demographics of the school.		

2027 Review			
	Objective	Evaluation	Date
	To continue to develop virtues teaching so that pupils and staff develop good virtues and		

	as a result have integrity and show respect, courtesy and a love for all.		
	To ensure the curriculum redesign meets the needs of ALL learners.		
	To further improve staff understanding of equality and inclusion especially in the changing demographics of the school.		