

EQUALITY STATEMENT

2021-22

*St. Joseph's
Catholic Primary
School, a
Voluntary
Academy*

Equality statement

At St Joseph's Catholic Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents, Governors and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background (Single Equalities Act 2010). The basic equality between all human beings has always been fundamental to Catholic belief and teaching. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life. We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all, all supported through our Curriculum offer.

At St Joseph's Catholic Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Equality in Teaching and learning

The achievement of pupils is monitored by ethnicity, gender, disability and level of deprivation and we use this data to support pupils, raise standards and ensure inclusive teaching. We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school, population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.

Equality statement

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The school has a full and separate Equalities Policy. Please consult this for further details if you wish

Actions to support this statement

The school operates equality of opportunity in its day to day practice in the following ways:

We use data to improve the ways in which we provide support to individuals and groups of pupils;

Monitor achievement data by ethnicity, gender, level of deprivation and disability and action any gaps;

Take account of the achievement of all pupils when planning for future learning and setting challenging targets;

Ensure equality of access for all pupils and prepare them for life in a diverse society;

Use materials which reflect the diversity of the school, population and local community;

Promote attitudes and values which will challenge racist and other discriminatory behaviour or prejudice;

Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;

Seek to involve all parents in supporting their child's education;

Equality statement

Encouraging teaching and classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;

Including teaching and classroom based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils;

Our admissions arrangements are fair and transparent and do not discriminate on race, gender, disability or socio-economic factors;

Exclusions from school are always based on the school's behaviour policy;

Promote equality of access and opportunity within our school and within our wider community;

Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

Contextual Information

SEN

During the last academic year, there were 33 pupils identified as having an additional special educational need. The table below indicates the number of pupils who have been identified with each type of need.

	Types of Need			
	Communication and Interaction	Cognition and learning	Social, Emotional and Mental Health	Sensory/physical
Number of pupils	22	6	1	4

Equality Objectives

To ensure our actions are carried out, we have set the following objectives:

Promote spiritual, moral, social and cultural development through all appropriate curricular and enrichment opportunities.

Equality statement

Continue to work in collaboration with our pupil premium/ deprived families and encourage home school communication.

Continue to build strong communication links with our GRT community and support them with their individual requirements linked to the education of their child (We currently have 8 GRT families on role with multiple siblings).

Continue to narrow the attainment gap for our disadvantaged pupils.