



St Joseph's RC Primary - Equality Statement 2023 – 2024

Mission Statement

Our school is proud to be part of the Roman Catholic Church in the parish of St Joseph's. Our mission is to serve God, uphold the worth and dignity of every person and enable them to develop their talents. Everything we do is rooted in the values of the Gospel, as we seek to deepen faith, strengthen hope and grow in love in a respectful, safe and happy environment.

The public sector equality duty asks that all schools:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves: Removing or minimising disadvantages suffered by people due to their protected characteristics. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Direct discrimination occurs when someone is treated less favourably than others because of a protected characteristic. It also occurs when someone is treated less favourably because of a protected characteristic of someone that they are associated with such as a family member, friend or carer. This is referred to within the legislation as discrimination by association. Direct discrimination by perception, means that an individual is assumed to have a protected characteristic, regardless of whether this perception is correct or not. For example, someone may be perceived as being a particular religion or age.

Indirect discrimination is often more difficult to identify than direct discrimination and sometimes it is not intended and comes about due to lack of understanding of the law or a genuine error of judgment about an individual.

Indirect discrimination involves a 'provision, criterion or practice' that involves all four of the following factors: It has, or will have, the effect of putting those who share the protected characteristic at a particular disadvantage when compared to others who do not share the characteristic within the group. It puts or would put an individual at a disadvantage. The discrimination cannot be justified.

Victimisation takes place where one person treats another less favourably because he or she has asserted their legal rights in line with the Act or helped someone else to do so.

Harassment is unwanted behaviour which you find offensive or which makes you feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination.

Reviewed Actions – 2022 - 2023

	Actions taken in 22/23	Impact
Eliminate unlawful discrimination, harassment and victimisation.	<ul style="list-style-type: none"> - Staff training re: protected characteristics. - Anti-Bullying Week. - Autism In School Project. - Breaking Barriers Project. 	<p>Increased staff knowledge and understanding re: protected characteristics.</p> <p>Developed the children's understanding of bullying & the 'No, Go, Tell' mantra.</p>
Advance equality of opportunity between people who share a protected characteristic and those who do not.	<ul style="list-style-type: none"> - Staff training & safer recruitment training. - Sporting events for all ensuring equality across school. 	All children able to access sport's provision in school & after school clubs.
Foster good relations between people who share a protected characteristic and those who do not.	<ul style="list-style-type: none"> - No blame culture created in school. - Equal opportunities given for all in school created through the school ethos. - Autism in School Project. - SEN Parent's Voice Group. 	<p>Pupil voice increased through pupil led assemblies.</p> <p>Developing all pupil's knowledge and understanding around protected characteristics.</p> <p>Children are now able to articulate their views regarding protected characteristics and British Values at an age appropriate level.</p>

Equality objectives 2023 - 2025

These are set for between 2 and 4 years. They must relate to the protected characteristics and not to other forms of equality such as deprivation. For example:

Objective	Actions	Led by	Monitored by	Evaluated by
To train all staff in how to identify, then follow up on derogatory language that is based on someone's actual, perceived or familial	<ul style="list-style-type: none"> • Staff training re: Protected Characteristics & strategies on how to challenge derogatory language. • Staff to model positive language linked with all protected characteristics, creating a culture of equality for all. 	EM	BMc	Safeguarding Governor - LE

protected characteristics.				
To include in the assembly and subject curriculums positive images, resources and references to the protected characteristics.	<ul style="list-style-type: none"> • Introduce weekly 'Picture News' – linked to protected characteristics and British Values. • Display books around school that celebrate all the protected characteristics, ensuring the children are exposed to lots of positive examples. • Fort Alice – Healthy Relationships workshops. 	Class teachers	EM	Governors - BMc
To review policies and procedures with members of minority groups, including pupils, to make sure all policies are inclusive.	<ul style="list-style-type: none"> - School Council – give them opportunities to comment on and influence policy and practice in school. - SEN Parent Voice Group. - Autism In School Pupil Group – Barnados. 	School Council Lead – EM. SENCO - EB	BMc	Safeguarding Governor - LE