

Equality Duty Statement

Agreed by staff:	Autumn 2020
Approved by governors:	Autumn 2020
Annual Consultation	Autumn 2020
Review Date:	Autumn 2021

Signed Chair of Governors: S Howard

The Equality Act 2010 has replaced all previous Equality Legislation including the Race Relations (Amendment) Act, the Disability Discrimination Act and the Sex Discrimination Act.

It is now unlawful to discriminate against members, or prospective members of the school community, either directly or indirectly, with the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The general duty has three parts to which public authorities must pay due regard:

- a) to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- b) to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Schools and local authorities have two sets of specific duties:

- a) to publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty (see above);
- b) to prepare and publish specific and measurable objectives which they will pursue over the coming years to achieve the three aims.

In line with The Equality Act 2010, the following statement demonstrates the school's commitment to providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

Currently we have 127 girls and 103 boys, with 50 girls and 30 boys in Year2, 33 girls and 42 boys in Year 1 and 44 girls and 31 boys in Reception. The very great majority of the children are from a White British heritage and of Catholic/Christian background. The proportion of minority ethnic groups is low and a small number of pupils have a disability or medical issue. We have 15% of children with identified SEND.

At St. Bede's we are committed to ensuring equality of education, opportunity and treatment for all employees, pupils and any others involved in the school community particularly those who share a relevant protected characteristic. We aim to ensure that those with a relevant protected characteristic are not treated less favourably in any procedures, practices or service delivery, while also developing a culture of inclusion and diversity in which people feel free to disclose their needs and participate fully in school life. The achievement of all groups will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to ensure that the school environment is as accessible as possible.

At this school we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

How we achieve this:

- **Embedding Equality in our school Mission/ethos**
- **Identify groups (who share a relevant protected characteristic) within our school community**
- **Actively engage and consult with our school community in creating our Equality Action Plan**
- **Termly meetings of the Disability and Equality Working Party**
- **Ensure all staff and Governors are aware of the Equality Act and their duties under this**
- **Promote positive role models throughout the school life and delivery of the curriculum**
- **Gather data on the achievement and attainment of pupils who share relevant protected characteristics**
- **Regular monitoring of progress against objectives set in the Equality and related Action Plans**
- **Reviewing the Equality Statement and Action Plan annually**
- **Fully integrate the Equality Action Plan into the School Development Plan**
- **Systematically impact assess all school policies and practices to ensure they comply with the duties under the Equality Act**
- **Ensure Equality requirements are built into procurement contracts where necessary**
- **Make reasonable adjustments, where possible, to ensure equality of access to the same standard of education and working life.**

This list is not exhaustive.

This Statement should be considered in the context of the 'General Exceptions to The equality Act 2010: Catholic schools', which include Acts of Worship, Employment and Admissions.

To be read in conjunction with all other relevant Policy Documents and also Action Plans in the school development plan.