St. Columba's Catholic Primary School and Nursery

Equality Information and Objectives - Information for school website Public Sector Equality Duty (Updated Nov23)

Public Sector Equality Duty

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.

St Columba's Catholic School and Nursery is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value

2. We recognise and respect difference

3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

4. We observe good equalities practice in staff recruitment, retention and development.

5. We aim to reduce and remove inequalities and barriers that already exist.

6. We have the highest expectations of all our children.

Equality Information

Number of pupils on roll at the school: 404
Age of pupils: 2 to 11

Information on pupils by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics.

Protected Characteristics. The Equality Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are now called `**protected characteristics**´. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

Information on other groups of pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs (SEN)

- Disadvantaged group
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked after children
- Other vulnerable groups

It may be possible to identify individuals from the information provided when the number of pupils with a particular characteristic is low and the information is sensitive personal information. In these cases we have indicated this by an asterisk*.

Ethnicity	**%**
Afghan	0.5%
African Asian	0.7%
Any Other Asian Background	0.2%
Any Other Black Background	1.0%
Any Other Mixed Background	0.7%
Any Other White Background	1.2%
Arab Other	0.2%
Black - African	5.2%
Black - Congolese	0.2%
Black - Nigerian	1.0%
Black and Any Other Ethnic Group	0.5%
Black Caribbean	0.2%
Information Not Yet Obtained	0.2%
Other Black	0.2%
Other Black African	2.5%
Other Ethnic Group	0.2%
Other Mixed Background	0.5%
Other White British	0.7%
Portuguese	0.7%
Sri Lankan Tamil	0.5%
Traveller of Irish Heritage	1.2%
White - British	14.9%
White - English	37.6%
White and Any Other Asian Background	0.2%
White and Any Other Ethnic Group	2.5%
White and Asian	0.5%
White and Black African	1.7%
White and Black Caribbean	1.7%
White and Pakistani	0.5%
White Eastern European	16.3%
White European	0.5%
White Other	4.2%
White Western European	0.5%

Gender: 53.22% male, 46.78% female
Pupils eligible for Free School Meals (FSM): 43.1%
Pupils eligible for Pupil Premium Finding – Disadvantage group: 42.8%
Pupils with Special Educational Needs (SEN) 32.7%
Pupils with English as an Additional Language (EAL): 33.4%
Young carers: *
Looked after children: 1.73%

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Eliminating discrimination and other conduct that is prohibited by the Act
The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at St Columba's Catholic Primary School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.
We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all racist incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it We foster good relations by:

- Ensuring that St Columba's Catholic Primary School and Nursery is seen as a community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives
At St Columba's Catholic and Nursery, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socioeconomic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment in core subjects for vulnerable learners.

Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.