

Holy Family Catholic Primary School

Equality Statement



As a school we welcome our duties under the Equality Act 2010. The General Equality Duty sets out the equality matters that the school needs to consider when making decisions that affect pupils or staff with protected characteristics. This duty has three elements. In carrying out their functions public bodies are required to have 'due regard', when making decisions and developing policies, to the need to:

- *Eliminate discrimination, harassment, victimisation or other conduct that is prohibited by the Equality Act 2010.*
- *Promote equality of access and opportunity within our school and our wider community*
- *Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.*

The Leadership Team and Governors at Holy Family Catholic Primary School regularly review the progress that has been made to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief) under the Equality Act 2010.

Equality Objectives

At Holy Family Catholic Primary School 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 socio-economic background.

EQUALITY PLAN 2023-2026

This plan has been written in conjunction with Holy Family Catholic Primary School's Equality Policy.

TARGET	ACTION	HOW THE IMPACT OF THE ACTION WILL BE MONITORED	RESPONSIBLE PERSON(S)	EARLIER SUCCESS INDICATORS
Policy Publish and promote the Equality Plan	Use the school website and take opportunities within the whole school community	Parental and visitor feedback,	Head Teacher Leadership Team All Staff and Governors	Holy Family has achieved the Inclusion Quality Mark three times in a row. It is eligible for the Centre of Excellence but due to funding has chosen not to proceed to this.
Pupil Progress and Achievement To ensure that all pupils make progress including vulnerable groups and individuals.	Monitor and analyse pupils' achievement by groups and act on any trends or patterns in the data that require additional interventions and support.	Analyse assessment data to judge the success of the planned interventions and support.	All staff	Summary data results are at least in-line with National averages and often exceed them in all areas (EYFS, Year 1 Phonics, end of KS1 and KS2
Curriculum Ensure that the curriculum promotes role models and heroes that young people can positively identify with, which reflects the school's diversity.	Resources and examples used to reflect diversity. Review SOW to ensure that they refer to a wide range of people to study eg: artists, scientists, musicians, sporting stars.	Through the children's work and displays around the school, assembly content, feedback from children and families.	All staff	Holy Family has achieved the Inclusion Quality Mark three times in a row Also the Artsmark-Silver Award PSQM, LOtC, Eco Schools,
GENDER EQUALITY/DISABILITY DUTIES	Actively promote and recruit vulnerable groups of pupils or individuals to participate in the School Council, Eco Council, Pupil Chaplaincy, fund raising activities,	Analysis of participation rates. Celebration of participation	All staff	Inclusion Mark Award

All pupils are encouraged to make a positive contribution to the life of the school community, and we ensure that nothing impedes their participation.	presentations, other curricular and extra-curricular activities.			
RACE EQUALITY DUTY Respond promptly and appropriately to all incidents of racist behaviour, victimisation and harassment.	Ensure that the procedures for dealing with such incidents are established and widely understood and that staff and pupils are clear about their responsibilities. Report incidents to the Local Governing Board and Local Authority.	Ensure that the curriculum covers the teaching of these matters. Use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response.	Head Teacher Local Governing Board	The curriculum and everyday life in Holy Family is focussed upon the promotion that we are all equal and each individual to be respected. A wide range of pupils participate in all aspects of school life. Any barriers (perceived or real) are considered and removed.
COMMUNITY COHESION To help our children to understand others and value diversity. Linked to Laudato Si and Fratelli Tutti (From Pope Francis)	Ensure that opportunity to discuss diversity within the curriculum. Ensure that the values underpinning the school's ethos are actively promoted by all staff. Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities eg: Diwali, Eid, Hanukkah, Women's Day, Anti-Bullying Week, Family Fast Day Promote the message that Pope Francis has given us with Laudato Si and Fratelli Tutti and look after the world and each other.	Monitor responses to other pupils through pupil discussions Through conversations with pupils and looking at their work. RE studies into other faiths. Other faiths assemblies. Around the World Days. Actions plans will be developed and evidenced. This will then be submitted to the organisations for evaluation	All Staff	Termly 'Around the World' days, liturgical, seasonal, national and international themes are shared within the general curriculum. HFS has supported a variety of different charities over the years. The children are involved in the plans for these.

	Work towards achieving the 'Live Simply Award' and 'Oscar Romero Award'			
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At the present time, ALL children with disabilities and special needs join in everyday activities with other pupils as part of our commitment to inclusion.

Currently the school has the following facilities:

- **ACCESSIBLE TOILETS AND SHOWER FACILITIES**
- **CURRICULUM AND EQUIPMENT AIDS**

SEND LOCAL OFFER

We have an Inclusion Team within our school, with internal referral systems. This includes: Special Educational Needs and Disability, Speech and Language, English as an Additional Language (EAL) and Pastoral. We have direct access to our own Speech and Language Therapist.

.....Living, Loving, Learning Together with Jesus.....