

Equality Objectives

The Single Equality Scheme takes into consideration the 'General' and 'Specific' statutory duties in promoting equality across the full range of protected characteristics, namely:

- Sex
- Race
- Disability
- Sexual Orientation
- Religion or Belief
- Gender Reassignment
- Pregnancy or Maternity
- The school considers age as a relevant characteristic in its role as employer, but not in relation to pupils

The General Duty

The school recognises its 'General Duty' to:

- Eliminate conduct that is 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 across all characteristics – between people who share a protected characteristic and people who do not share it

The Specific Duties

- Publish information showing that the school has complied with the General Duty (annually)
- Publish evidence of the equality analysis undertaken (annually)
- Publish details of engagement undertaken with those with an interest in furthering the aims of the General Duty and the engagement it undertook in developing their Equality Objectives
- To prepare and publish one or more specific and measurable equality objectives at least every four years

At St. Francis equality issues are at the heart of everything we do and drive the way we plan our curriculum and activities. We liaise with all members of the school community as well as specialist services in developing our inclusive practice. We have therefore identified more than one objective which we aim to achieve by the end of September 2019.

To develop pupil and parent voice in relation to equality issues

We will consult with staff, children and parents to seek their views on how good we are at dealing with and preventing incidents of bullying, harassment and victimisation. We will use this information to review the way we deal with these issues and produce a new guidance and policies by the end of September 2019. Staff will receive Equality Training to develop greater understanding of statutory duties related to bullying and racism and to become more confident in preventing discrimination through good practice and policy. We will consult with parents, staff and children to monitor the effectiveness of the actions that we take and ensure that we keep children and their families safe from bullying and unlawful discrimination.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

We will review all of our data and information about how well children achieve at St. Francis'. We will identify any groups of children who might not be achieving as well as they should and make specific, timed actions to address this. We will monitor how well children achieve through pupil progress meetings every six weeks.

To be reviewed in September 2019