

# Equality Information and Objectives

**St. Paul's is committed to equality both as an employer and a service-provider.**

- We are committed to ensuring that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that for some peoples extra support is needed to help them achieve and be successful
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our school council.

## **Legal framework**

As a school we welcome our duties under Equality Act 2010. We understand that we are bound by the Public Sector Equality Duty (PSED), also known as the 'general duty'.

The PSED requires us to take steps to; eliminate discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it.

Our specific duties are:- a) to publish information to show how we are complying with PSED which need to be updated annually and b) to prepare and publish one specific and measurable equality objective every 4 years and comment on their progression annually.

This will help us to have a coherent plan to promote equality by reducing, removing and/or eliminating discrimination all together.

We welcome our duty under the Education and Inspectors Act 2006 to promote community cohesion and thus contribute to foster good relations between different groups of people within our community and beyond.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN convention on the Rights of People with disabilities and the Human Rights Act. 1998.

In recognising our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships and a shared sense of belonging.
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely.
- Strive to ensure that society will benefit.

## **Part 1 Published Information**

January 2016 Number on Role 103

63 Boys, 40 Girls

20% of pupils have a recognised Special Educational Need.

7% of pupils have English as a second language

9% are eligible for free school meals.

## **Part 2 Our main challenges in tackling inequalities**

Our main challenge is to ensure that our increasing number of pupils with a special educational need are adequately supported at a time of funding cuts and great shifts in provision for SEN nationally.

## **Part 3 Due regard for Public Sector Equality Duty**

Our latest Ofsted (June 2014) highlighted the fact that " Leaders have created a school where respect and care for everyone are at the heart of everything it does."

"The school promotes and checks that all pupils have equal opportunities. As a result all groups of pupils, including those with special educational needs, make the same good progress."

Our recent SIAMs reports stated: *The school, through its distinctive Christian Character, is outstanding at meeting the needs of all learners.*  
" *We are all tolerant. It doesn't matter who you are or what you look like, we make everyone welcome.*"

## **Our Equality Objective**

**We want to ensure that our SEN pupils are resourced correctly and sufficiently to ensure that they make good/ outstanding progress.**

In order to meet this objective we will take the following action:-

- Ensure appropriate staffing levels to meet the requirements in Education and Health Care plans.
- Ensure our Access plan is up to date
- Ensure that staff receive appropriate training in order to support our SEN pupils.