

St Mary's Catholic School



Equality Objectives and 3 Aims of Duty

The Three Aims of Duty

Our General Duty – *Equality Act 2010*

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it.
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Our School's Equality Objectives

Key priorities for action

Areas the school has identified as priority areas – and why

Priority	Category	Diversity strand	Background	
1	Ensure that pupils of different gender and from minority ethnic backgrounds continue to achieve as well as all other pupils at St Mary's.	Achievement	Race Gender	Pupils nationally can have different rates of progress, depending on their ethnic background
2	A programme of lesson observations will evaluate the impact of the multi-cultural dimension in schemes of work.	Curriculum	Race	Our curriculum needs to make pupils aware of the diversity and contribution made to society by different cultures
3	Data on recruitment will be analysed for trends in ethnicity, gender and disability.	Personnel	Race, gender, disability	The composition of our staff should match the diversity of the school population and the local community
4	Racial awareness will be promoted through assemblies, which will be monitored by the Subject Leader (RE/ethos).	Pastoral	Race	The guidance given to pupils should make them aware of the diversity and contribution made to society by different cultures
5	Attendance will be analysed on the basis of gender and race.	Pastoral	Gender, Race	We aim to see if there are patterns of attendance which differ between boys and girls, and between different ethnic groups

6	The log of racial incidents will be reported to the Governing Body's Pastoral Committee by the senior pastoral manager.	Pastoral	Race	We aim to ensure that racism is not tolerated in our school
7	Policy review	Governing Body review	Race, gender, disability	All policies are routinely reviewed and updated.
8	Impact assessment	Leadership Group review	Race, gender, disability	All policies are evaluated for impact in the annual review of the School Development Plan

Celebrating Diversity

The school celebrates its diversity - around 33% of pupils are non-white British background as well as 30% of staff.