



FEDERATION OF
St Peter's and St Gildas'
INFANT AND JUNIOR SCHOOLS



St Peter's and St Gildas' Schools
Equality Policy

Commitment to equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Policy and Procedure has been approved and adopted by the Governing Body on 15th May 2024 and will be reviewed in May 2025.

Signed by Chair of Governors:

Frances Baker

Signed by Headteacher:

P. O'Connell



Through our actions, we will try to live as Jesus lived

Equality Policy

EQUALITY & DIVERSITY OBJECTIVES

Schools are required to establish at least one Equality Objective to address any areas of inequality, or possible inequality, that we have identified through reviews and analysis of our activities, including our performance outcomes.

Our Objectives are set out below. Progress against these objectives will be monitored by SLT and reported annually to the Governing body at which time they will be reviewed and updated, as necessary.

1) Curriculum Intent, Implementation & Outcomes:

- a) We will further equality and diversity through curriculum opportunities.

2) Personal Development

- a) We will further the personal development of pupils through the reinforcement of the School's Family Values

3) Behaviour and Attitudes:

- a) We will promote cultural understanding and awareness of different religious beliefs between different ethnic groups within our school community.

4) Leadership and Management:

- a) We will ensure that the staff and governing body is reflective of the local community aiming for these to be ethnically, religious, and linguistically diverse.



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Equality Objective 1

To ensure that our staff have the appropriate knowledge and training about good equalities practice so that we can ensure that our curriculum is diverse and accessible to all, that our behaviour management is fair and equal and that we can identify underachievement in all groups.

Equality Objective 2

To ensure that our curriculum reflects the rich diversities our local community and London wide in order to meet the needs of our children irrespective of race, gender, disability, sexual orientation and religion.

We will do this by:

- Ensuring topics and resources used reflect diversity
- Regularly reviewing and monitoring the curriculum to ensure that topics and resources are up to date
- Ensuring that all children are accessing this diverse curriculum through high expectations and high-quality teaching to enable children to meet their full potential

Equality Objective 3

To continue to promote equality of opportunity in enrichment activities.

We will do this by:

- Regularly monitoring the uptake of activities
- Ensuring that there is a range of activities to meet the needs of our diverse community
- Identifying and targeting groups with protected characteristics to ensure they have equal access and increase their engagement

Equality Objective 4

To review our approach to behaviour management to ensure that there is no discrimination of those children with protected characteristics.

We will do this by:

- Reviewing our behaviour policy and practices
- Monitoring behaviour incidents and identifying any patterns and adapting our interventions appropriately
- Ensuring that our interventions meet the needs of all our children



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Equality Objective 5

To work towards closing the attainment gap between the ethnicity groups in our school.

We will do this by:

- Ensuring all staff have the necessary information, training and resources to implement high quality lessons
- Regularly monitoring attainment through analysing data and tracking pupil progress
- Ensuring that appropriate early interventions are put in place where underachievement is identified

Equality Objective 6

To work towards raising attendance for pupils so that it is at least in line with national expectation.

We will do this by:

- Regularly monitoring attendance throughout the school and for specific vulnerable groups
- Work closely with the EWS to support families and signpost early help support
- Identifying and targeting groups with protected characteristics to ensure increase in attendance
- Celebrate and ensure attendance has a high profile