



St. Augustine's Catholic Voluntary Academy

Public Sector Equality Duty

This statement has been developed within the spirit and context of our school Mission Statement, 'We grow and learn as a family in the footsteps of Jesus.'

1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other 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

2. What is the Public Sector Equality Duty (the PSED)?

The Equality Act 2010 introduced a single, general duty for public bodies, including schools, and which extends to all 'protected characteristics' – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

3. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

4. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

5. How does St. Augustine's Catholic Voluntary Academy comply with the Public Sector Equality Duty?

The school has a range of policies which make explicit the school's long established commitment to actively promoting equality of opportunity for all. The main policies that deal with equality of opportunity are:

- Accessibility plan
- Equality policy
- SEND policy
- Behaviour and anti-bullying policy
- Religious Education Policy

St Augustine's prides itself on being an inclusive school that cares for every individual child. In doing so, we promote and deliver a range of strategies to ensure that we comply to the Public Sector Equality Duty. Some of these are;

- Active promotion of British Values.
- Active promotion of the St Augustine's Behaviour policy
- Active promotion of the Gospel values whilst remaining inclusive
- Assemblies to explore and deal with relevant issues; including CAFOD assemblies to support social teachings
- Fundraising for many charities
- Inter-faith Weeks – promoting mutual respect and tolerance
- Monitoring and evaluating the attainment and progress of all pupils including particular groups who share a protected characteristic.
- Interventions to maximise the progress of all groups of children
- Encouraging children who have a particular character to participate fully in all activities – for example, after school clubs, sport lunchtimes, choir.
- Curriculum trips that meets the needs of all children
- Restorative justice – supporting pupils to learn and develop responsibility for own actions.
- Community projects
- Supporting all staff and children to reach their potential

6. Equality objectives

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually and objectives published at least once every four years.

Objective 1: To diminish the difference between the attainment by 'all' children and that made by boys in reading and writing across the whole school.

Objective 2: Train all members of staff and governors on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Objective 3: To ensure that future reviews of all school policies include information about and links to PSED.

Action Plan

Objective	Current situation	Actions	Success Criteria	Lead	Links to sch. Policy/SDP
1.	Boys currently underachieve in reading and writing significantly compared to girls and to national.	Staff INSET on priorities. Track attendance. Focus on pedagogy that engages/inspires and meets needs of individual boys. Accelerate progress with focussed interventions.	Outcomes in line or above national average.	SLT Class teachers	Equality Attendance PPG strategy SDP
2.	No current training	Source good provider for Equality training. Staff training in 2020/21 Governor training.	All staff and Governors have a good understanding of the legal Requirements.	Head Teacher Chair of Governors	Equality Staff and Governors CPD
3.	Most polices include information linked to PSED.	Ensure all future policies include links to PSED when renewed/revised/introduced.	Current policies contain links to PSED.	Head Teacher	Equality Staff Recruitment

To be reviewed July 2021