



Equality Objectives

At St. Paul's Catholic Primary School, we are committed to success for all. We aim to develop a culture of inclusion and diversity – celebrating the ways in which we are each different while highlighting the many ways in which we are all the same.

The Equality Act 2010 sets out the duty of public bodies, including schools to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- 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.

As part of this, the school selects some objectives to achieve over a four-year period to show our commitment to the [Equality Act 2010](#) and these objectives, which you may read about below, focus on areas where we wish to take action to improve equality and tackle discrimination. This should be read alongside our other related policies:

- Accessibility plan
- Charging and Remissions
- Health and Safety Policy
- Special Educational Needs and Disability (SEND) Policy
- Supporting Pupils with Medical Needs Policy
- Anti-bullying policy

On a yearly basis, we will review the objectives, possibly adding further objectives if needed, all as part of our aim to ensure success for each and every child in our school.

Our current equality objectives are:

Objective 1:

To help children to fulfil their full potential, by supporting families and focusing support on improving the lives of the most vulnerable children.

- We aim to support families with children who have poor attendance as this is a key barrier to progress and future opportunity.
- We will monitor the use of seclusion/exclusion for different groups, including those groups with a disproportionately high rate of exclusion.
- We aim to prevent and tackle the bullying of children and young people, particularly prejudice based racist, sexist and homophobic bullying.

Objective 2:

To Implement the TenTen Relationships Education and Relationships and Sex Education programme for Catholic Schools in order to promote a positive and healthy understanding of human relationships in line with the teaching of the Catholic Church.

Objective 3:

To ensure that staff recruitment complies with the Equality Act and that all staff are aware of and follow the school's Equality Policy.

- We will foster good relations between people who share a protected characteristic and those who do not. This will be measured by reviewing the policy on a timely basis, effective staff induction and on-going CPD.