



St John the Baptist Catholic Primary School

Equality Objectives 2018 - 2022

At St. John the Baptist Catholic Primary School we believe that children need to feel happy, safe, secure and cared for.

All children and staff are valued and respected for who they are. We are responsible for the needs of the whole child: physical, emotional, social, intellectual, creative and spiritual. It is also our responsibility to apply the values of equal opportunities, fairness and respect to our staff, parents, carers and all members of our wider school community. Clear communication, good relationships and excellent behaviours are the keys to this ethos.

St John the Baptist Catholic School Mission Statement

'We will prepare the way by loving, living and learning with the Lord'

Our Equality Objectives are set in response to the general Equality Duty which applies to 'public authorities'.

In summary, those subject to the general equality duty must, in the exercise of their functions, have **due regard** to the need to:

- *Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
- *Advance equality of opportunity between people who share a protected characteristic and those who do not.*
- *Foster good relations between people who share a protected characteristic and those who do not.*

These are often referred to as the three aims of the general equality duty.

The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- *Remove or minimise disadvantages suffered by people due to their protected characteristics.*
- *Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.*
- *Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.*

It states that meeting different needs includes (among other things) taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding

between people from different groups. It explains that compliance with the general equality duty may involve treating some people more favourably than others.

To comply with the general equality duty, a public authority needs to have due regard to all three of its aims. When this guide refers to the general equality duty, it is referring to all three aims, as set out in the Equality Act.

Protected Characteristics

The general Equality Duty covers the following protected characteristics: age (including children and young people), disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Age

Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Re-assignment

The process of transitioning from one gender to another.

Marriage and Civil Partnership

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. [1]

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it.

Sex

A man or a woman.

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

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- To narrow any gaps in attainment and progress that have arisen between groups of pupils; particularly between dis-advantaged and non-disadvantaged children of all ages; between the achievement of boys and girls, especially in mathematics and writing and for those with prior high attainment to ensure they reach at least their expected potential.
- To ensure effective strategies are in place to narrow the gender attainment gap for children on entry to Early Years, investing particularly in speech and language screening and interventions to provide the best possible chances for a successful education.
- To ensure that no adult or child is discriminated against regardless of their characteristics, both in school and when they have contact with our wider school community.
- To promote spiritual, moral, social, vocational and cultural development through all appropriate curricular opportunities, with particular reference to issues of tolerance, equality and diversity; thus preparing our children for life in an ever changing society.