

Bishop Ellis Catholic Voluntary Academy



Equality Objectives 2023/2024.

Approved by: LGB	Date: November 2023
Signed: 	
Last reviewed:	October 2023
Scheduled date of next review:	August 2024

Equality has always been at the heart of Catholic belief and teaching.

At Bishop Ellis Catholic Voluntary Academy, we acknowledge and welcome diversity among pupils, staff, governors and visitors.

Our Equality Policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the school community should feel safe, secure, valued and of equal worth. At Bishop Ellis, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Equality Act 2010).

We promote the principles of fairness and justice for all through the education that we provide in our school.

To ensure these principles are carried out we have set Equality Objectives which will be monitored by the Governing Body and reviewed each year:

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

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Bishop Ellis Catholic Voluntary Academy. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Adoption of the single Equality Scheme
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying
- Reporting, responding to and monitoring all prejudicial incidents
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to parents/carers
- Listening to pupils at all times

Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We foster good relations by:

- Ensuring that Bishop Ellis Catholic Voluntary Academy is seen as a welcoming community school within our local community
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

Equality Objectives

At Bishop Ellis Catholic Voluntary Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:-

Objective 1: To improve rates of attendance for PP children in order to reduce the gap with none PP children, and persistent absence will reduce to be at least in line with the national average.

Impact statement: Attendance data will demonstrate that PP children are attending as well as their peers. Where this is not the case, there are clearly identified steps in place to support the family to maintain regular attendance.

Objective 2: To raise levels of attainment across the curriculum for vulnerable learners.

Objective 3: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Impact statement for objectives 2 and 3: All children who attend Bishop Ellis will make sustained progress over time throughout the whole curriculum. Where this is not the case, there are clearly identified intervention programmes in place.

Objective 4: To increase understanding about different religious groups and wider cultural knowledge

Impact statement: The curriculum design will include opportunities for pupils to learn about different religious groups and to increase their understanding of them.