St Anthony's Catholic Primary School, Shipley.

A Blessed Christopher Wharton Catholic Academy Trust School

"Let your words teach and your actions speak."

Equality Policy

Date of issue	Review date	Date ratified by Governing Body
October 2026	October 2028	

Dear children, let us not love with words or tongue but with actions and in truth". Your actions will speak much louder than any words you will ever say.

-John 1 3:18-

Our Mission is to educate children in the spirit of the Gospel values and the traditions of the Catholic Church, nurturing the talents and potential of everyone. By placing Christ at the Centre of all we do, we embrace our core Catholic virtues of gentleness, forgiveness, and honesty. We witness the 'sacred grandeur' in each individual, treat each other with dignity and we serve each other. It allows us to raise our children within our Catholic faith and raise the citizens of the future who respect and love the world we live in.

"Let your words teach and your actions speak."

To fulfil the Church's mission to evangelise and make Christ known to all, St. Anthony's Catholic Primary School is committed to:

- providing an education with Christ at the Centre and a strong sense of Catholic identity meeting the spiritual needs of all;
- being a welcoming, compassionate community, where all are equally loved and valued for who they are;
- being an affirming, challenging educational community committed to the search for excellence for all;
- working together as a family community, and with the Diocese of Leeds, to ensure the best possible Catholic education for our young people;
- working in partnership with other local schools, education providers and stakeholders in order to enhance the quality of provision for all;
- living out the social teaching of the Church, and thereby promote community cohesion;
- contributing in joyful hope to the creation of a society which is highly educated, skilled, fundamentally loving and generous.

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

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.

2. 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.

3. Roles and responsibilities

The governing body 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 Executive Headteacher or Head of School.

Executive 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 5.

4. How does St Anthony's 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:

British Values Policy Statement
Accessibility Plan
Equality Policy
SEND Policy (Local Offer)
Behaviour Policy
Anti-Bullying Policy
Religious Education Policy
Mental Health Policy

St Anthony'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 Anthony'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
- Other Faiths weeks – promoting mutual respect and tolerance
- Monitoring and evaluating the attainment and progress of all pupils

- Monitoring & evaluating the performance of particular groups who share a protected characteristic to compare their performance with those who do not share it.

- 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, music

- Service level agreement with a counselling service (Catholic Care)

- Curriculum trips that meets the needs of all children

- Community projects

- Supporting all staff and children to reach their potential

5. 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 narrow the gap between the progress made by 'all' children and that made by disadvantaged pupils.

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 implement recommendations from 'Leading a Mentally Healthy School' CPLD across school