

EQUALITY OBJECTIVES

St Peter's RC High

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and the wider school community on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities, our Catholic values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

For 2022 - 2025, our Equality Objectives are:

Equality Objective	How this objectives will be met	Timeframe	By whom
1.To continue to provide a school environment that welcomes, protects and respects equality diversity and inclusion (EDI).	All staff and governors receive equality training to improve their understanding in this area. The school's physical and digital environments are inclusive and accessible. Review and develop the Pastoral and Citizenship curriculum to challenge all forms of racism and discrimination. Achieve UNICEF's Rights Respecting Schools Award (Silver and Gold).	Continuous (reviewed annually in March)	Leadership Team
2.To continue to close the gaps in attainment and achievement between students: especially boys and girls, disadvantage students, and students with special educational needs and disabilities (SEND).	To ensure the curriculum is ambitious, diverse, well connected and sequenced so that it meets the needs of all learners. Improve the attendance for key groups of students. Further developing the quality of teaching and learning.	Continuous (reviewed annually in March)	Leadership Team
3.To provide a strong, positive culture where all staff feel valued and can thrive.	Develop a staff Well-Being Charter. Adopt inclusive workplace strategies to retain the best staff. HR monitoring and reporting linked to EDI. Create a Teaching and Learning Responsibility for 'EDI'.	Continuous (reviewed annually in March)	Leadership Team