



**Our Lady
& St. Edward's**
Catholic Primary School

Public Duty Equalities

Statement 2022-23

Our Lady and St. Edward's Catholic Primary School aims to be a close community where everyone is treated fairly and with respect in our school. We want everyone to reach their potential, and recognise that for some pupils in our school extra support is needed to help them to achieve and be successful.

We are required to publish:

1. details of how our school complies with the public sector equality duty; which show how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually
2. our equality objectives, which are updated at least every four years.

In carrying out their functions, public bodies are required to have 'due regard' when making decisions and developing policies. The duty has three elements:

1. eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
2. advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Our Lady and St. Edward's Catholic Primary School welcomes our general duty, under the Equality Act 2010, to eliminate discrimination, advance equality of opportunity and to foster good relations. Our specific duties are to publish information every year about our school population and show how we plan to tackle particular inequalities, and reduce or remove them.

The equality duty supports good education and improves pupil outcomes. It helps us as a school to identify priorities such as underperformance, poor progression, and bullying. It does this by requiring us to collate evidence, take a look at the issues and consider taking action to improve the experience of different groups of pupils. It then helps us to focus on what can be done to tackle these issues and to improve outcomes by developing measurable equality objectives.

We shall achieve this through:

- implementing required policies and procedures
- regularly reviewing each school's documentation
- ensuring appropriate training for all our staff across school
- school assemblies and special events
- displays in school

- our approach to Spiritual, Moral, Social and Cultural education (SMSC)
- our curriculum and interaction with all members of our school community
- our communications, website and publications
- our school ethos and values
- our daily interactions with parents and other visitors across our school
- appropriate oversight by school leaders, trustees and governors
- our identified school objectives

We shall continue to monitor and review our responsibilities in meeting our duty under the 2010 Equalities Act.