

S Finbar's Catholic Primary School



St. Finbar's Catholic Primary School
& Early Years Centre

Public Duty Equalities Statement

2024 - 2025

Our Mission Statement

In God's love we learn and grow together

Founded upon Catholic principles of; dignity, solidarity, the common good and peace, we aim to inspire and celebrate each child's spiritual, intellectual, emotional, physical and creative growth.

In our safe and caring environment, we share strong, positive relationships with each other as well as the local community. Learning about each other's lives locally and the wider world teaches us the value and unique talents of everyone.

We will achieve our goals by enhancing pupils' self-esteem, their self-respect, respect for others and for all of God's creation.



We will learn and grow together



In God's love we learn and grow together

St Finbar's is a happy and welcoming place that pupils enjoy attending. They said that they have lots of friends and that 'no one is left out'. Pupils said that they feel safe because staff are kind and look after them well.

Ofsted, 2021

Introduction

At St. Finbar's we aim to be a close school community where everyone is treated fairly and with respect. We want everyone to reach their potential, and recognise that for some "little learners" extra support is needed to help them to achieve and be successful.

We are required to publish equality information as well as equality objectives, which show how we plan to reduce or remove particular inequalities or disadvantages. This information is reviewed and updated annually. This duty has three elements.

In carrying out their functions public bodies are required to have 'due regard' when making decisions and developing policies, to the need to:

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.

General duty

We welcome our general duty under the Equality Act 2010 to:

- eliminate discrimination,
- to advance equality of opportunity and to foster good relations,
- and our specific duties to publish information every year about our school population;
- to explain how we have due regard for equality;
- and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

Actions taken by school

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 of school documentation
- Ensuring appropriate training for all our staff
- School assemblies and special events
- Through display in the school
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Our daily interactions with parents and other visitors
- Appropriate oversight by school leaders and Governors
- Our identified school objectives

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

Statement Review

The School will review as appropriate, and at a minimum once in a school year, any sanctions applied in the context of this statement.

Ratified by: The full Governing Body of St. Finbar's Catholic Primary School

Date: Thursday 14th March, 2024

Review date: March 2025

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