She

St Vincent's Catholic Primary School

We grow, learn and achieve by following Christ

The mission of St Vincent's Catholic Primary School is '*We grow, learn and achieve by following Christ.'*

We aim to do this by:

- Fostering a life of faith through experience of a wide variety of prayer and liturgy.
- Developing Catholic practice.
- Encouraging social and moral values which enable the children to respect themselves and others.
- Continuing to develop a partnership with parents, parish and the wider community.
- Providing a stimulating learning environment.
- Showing a generosity of spirit in relationships.
- Reviewing and evaluating our methods and practices.

We are a sign of God's presence to each person we meet and we aim to create an environment where each person, regardless of race, religion, colour, sex, age, language, ability, job, background or family circumstance, feels valued and encouraged to develop a sense of worth, dignity, security and belonging. Parents send their children to school each day with the expectation that school provides a secure and safe learning environment in which their children can flourish. St. Vincent's, therefore, has to ensure that this expectation becomes reality. In order to do this there are a wide range of policies and procedures in place:

Name of Policy: Public Sector Equality Duty

Ratified by: The Governing Body – St Vincent's Catholic Primary School

Named Governor:

Date: Autumn Term 2026

Signature:

Effective Date: Autumn Term 2026

Review Date: Autumn Term 2030

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1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) 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
- Ensure our 'Building the Kingdom' curriculum provides opportunities for all our children to see themselves as unique and valued across every subject

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 board 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
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is **Sherrine Alleyne**

They will:

- Meet with the designated member of staff for equality, Mr Sean Buyers, every term and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor every term to raise and discuss any issues
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging pupils with an EHCP to have a bespoke music club)

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHRE, but also activities in other curriculum areas as part of our Building the Kingdom connected curriculum and our involvement in the Black Caribbean Project
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Equality objectives (2026 – 2030)

Objective 1

To deliver robust training for all staff and governors on unconscious bias, equal opportunities, and non-discrimination to safeguard and support all underserved groups, while embedding equitable recruitment practices such as anonymised shortlisting.

Objective 2

To narrow the progress gap for all underserved and disadvantaged groups of pupils—including Black Caribbean, Black, and Black Mixed Heritage children—while continuously reviewing gender and subject-level disparities across the curriculum.

Objective 3

To continue to diversify the curriculum across all year groups to ensure representation of diverse ethnic backgrounds, disabilities, and varied family structur**e.**

Objective 4

To eradicate the use of discriminatory and prejudice-based language (such as informal homophobic slurs or racist microaggressions) in the playground and classrooms.

9. Monitoring arrangements

The Headteacher will update the equality information we publish at least every year.

This document will be reviewed by the governing body at least every 4 years.

This document will be approved by the governing body.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments

- Curriculum documents