



EQUALITY OBJECTIVES FOR ST PATRICK'S CATHOLIC COLLEGE

The belief that all people are equal is a tenet of our Catholic, Christian faith. It is our belief that all people are created by God and are known and loved by Him; created to serve Him and each other in the world that He created:

"It is through faith that all of you are God's children in union with Christ Jesus. ²⁷ You were baptized into union with Christ, and now you are clothed, so to speak, with the life of Christ himself. ²⁸ So there is no difference between Jews and Gentiles, between slaves and free people, between men and women; you are all one in union with Christ Jesus."

Galatians 3:26-28

With this commitment to equality at the basis of all we do in the college, St Patrick's Catholic College fully supports the *Public Sector Equality Duty*.

Public Sector Equality Duty

At St. Patrick's, decisions regarding equality are governed by our religious beliefs and current legislation i.e. the Public Sector Equality Duty. This duty extends to all the aspects of a person's identity – known as 'protected characteristics' – that are protected under the Equality Act 2010. These are race; disability; sex; age; religion or belief; sexual orientation; pregnancy and maternity and gender reassignment.

The general equality duty sets out the equality matters that schools need to consider when making decisions that affect pupils or staff with different protected characteristics. This duty has three elements. The college carry out 'due regard' when making decisions and developing policies 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.

Equality Objectives 2016/17

- 1. To monitor and promote the involvement of all groups of pupils in the extra-curricular life of the school, including leadership opportunities, especially for pupils with special educational needs.**
- 2. To close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, pupils eligible for free-school meals, pupils with special educational needs and disabilities, looked after children and pupils from different heritage groups.**
- 3. To invest in assistive technology to remove barriers to learning for pupils with a disability.**
- 4. To reduce further, the incidence of the use of homophobic, sexist and racist language by pupils in the school.**

Influence of the PSED on School Improvement Planning at St. Patrick's

Attainment

Over the past 3 years, the attainment of white British working class boys has been a significant concern in the college. In particular, detailed analysis of its English results at Key Stage 4 reveals that there is a significant gap between boys and girls. The school has therefore, decided to revise its curriculum provision across KS3 & 4 to re-engage boys. As a next step, a literacy policy will be developed to support the revised English curriculum. When developing this policy, the head teacher has asked that this 'gap' is considered and addressed. We also stress that the needs of girls who are falling behind in English will not be overlooked.

When the policy has been written, it will be discussed with the school improvement committee before being approved at a full LMB meeting. Measures to monitor boys' attainment and progress in English are in the school development plan and will be reported to the LMB after each Assessment Point. The school improvement committee, with responsibility for inclusion, is given the task of overseeing the implementation of the new Literacy policy.

Participation in after-school / extra-curricular activities

In recent years, the school has not had a strong track record in pupils taking part in after-school/ extra-curricular activities, regardless of whether pupils have 'protected characteristics' or not. As part of our Equality Duty, the school will undertake a review of extra-curricular/ after-school provision and look at what is offered and consult with parents and pupils to see why there is a lack of engagement.

The school has set an objective under the equality duty to tackle the lack of participation of SEND pupils in extra-curricular/ after-school activities. In order to achieve this we plan to undertake a consultation process, to assess the range of activities including study skills support, mentoring, additional classes and higher education visits that pupils are offered. These activities are lawful positive action measures that contribute to meeting the duty to have due regard to advancing equality of opportunity. This will be undertaken by the college SENCO.

Ensuring pupils engage effectively in learning

This objective is about developing different strategies to meeting the different needs of pupils. In response to the advice of the SENCO, the college has put aside more funds to provide more assistive technology to support pupils with a disability in their learning.

Anti-Bullying

St. Patrick's Catholic College has a strong record in dealing with bullying. It gained the Big Anti-Bullying award in 2015 and works hard to ensure that we maintain these high standards in dealing with any issues that pupils report.

Gaining this award was as a result of our faith teaching about treating others in a way that we would like to be treated and to see that we are all equal in God's eyes and to each other.

All reported bullying incidences are looked into and relevant responses taken depending on the nature of the incident. These responses will inform further training that Pastoral Staff take; resources used to deliver anti-bullying lessons in PHSE etc.