OUR LADY OF THE ROSARY CATHOLIC PRIMARY SCHOOL

Equality Policy

Equality

Our Lady of the Rosary Catholic Primary School is an inclusive setting where all children, parents and families are welcome.

Meeting the Public Sector Equality Duty
The Public Sector Equality Duty was introduced by the Equality Act 2010 and requires us to promote equality by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equal opportunities between people who share a protected characteristic and those who don't share it
- Foster good relations between people who share a protected characteristic and those who don't share it

The nine protected characteristics are:

- Age: Refers to a person belonging to a particular age or range of ages.
- Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.
- Gender Reassignment: Applies if a person is proposing to undergo, is undergoing, or has undergone a process to reassign their sex.
- Marriage and Civil Partnership: Protects individuals in marriage or a civil partnership, particularly in employment.
- Pregnancy and Maternity: Covers protection during pregnancy and maternity leave (26 weeks after birth, or during breastfeeding).
- Race: Includes colour, nationality, and ethnic or national origins.
- Religion or Belief: Covers any religious or philosophical belief, including lack of belief.
- Sex: Refers to a man or a woman.
- Sexual Orientation: Covers attraction towards one's own sex, the opposite sex, or both sexes.

At Our Lady of the Rosary Catholic Primary School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We are committed to ensuring a high equality of education and opportunity for all pupils. Inclusion at Our Lady of the Rosary Catholic Primary School is about providing equality and excellence for all in order to promote the highest possible standards of achievement. It also ensures that we recognise and celebrate the differences that exist amongst us, that we treat all people fairly and that we strive to eliminate discrimination against protected characteristics. This is a whole school policy – equality applies to all members of the school community: pupils, staff, governors, parents and community members.

Equality Information
At the end of academic year 2024/25, there were:

- 120 boys and 121 girls on roll
- 31 children with identified Special Educational Needs or Disabilities (13%), 3 of whom had an Education, Health and Care Plan
- 24% children whose ethnicity was other than White
- 33% of our pupils who do not have English as their first language
- 18 different first languages other than English spoken across our pupil community
- 5% of our pupil community who were eligible for Free School Meals

Our Equality Objectives 2025-2027

Objective 1: Ensure the school curriculum celebrates diversity.

Why we have chosen this objective: So that our pupils enjoy, appreciate and respect all cultures and races.

To achieve this objective we plan to: Regularly review our school curriculum, provide staff with training and invest in resources.

Objective 2: To provide training for all staff and governors on equality and diversity

Why we have chosen this objective: It is imperative that all staff and governors have all the resources they need.

To achieve this objective we plan to: Regularly review our training needs and complete in-house or external training.

Objective 3: To ensure that attendance rates for pupils with protected characteristics is in line with those pupils without said characteristics

Why we have chosen this objective: It is important that the children with these protected characteristics are provided with the same opportunities as their peers. They should also feel safe and secure in school.

To achieve this objective we plan to: **Regularly review the attendance of these pupils and meet with families to discuss needs if needed.**