



St Joseph's Infant School

Equality Objectives

Date of most recent review:	November 2024
Next review date:	November 2026
Type of Report:	School Statutory Reporting

Revision Number	Date Issued	Prepared by	Approved	Comments
1		ZG	LGB	New objectives set 2020
1		LH	LGB	Updated Feb 22
2		JC	Pending	Updated November 24

St Joseph's Infant School
Equality Objectives - Information for school website Public Sector Equality Duty

Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct 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** between people who share a protected characteristic and people who do not share it.

This information can be found in our Equality Policy on the school website. In addition, to this policy, we are also required to publish our Equality Objectives.

Our obligations	Our long term aim	How we will be actively moving towards this aim this year
Eliminate discrimination	For St Joseph's Infant School to foster an actively anti-racist culture where: <ul style="list-style-type: none"> - Children of all races have equal access to events and groups - The curriculum celebrates and references people from a wide range of ethnic groups - Behaviour incidents related to race are rare, and where they occur, are effectively managed, reported and children supported in their understanding. 	Further review our curriculum resources to ensure a broad representation of those with protected characteristics
	For the staff team to reflect the ethnic diversity of the school community	Report to governors on the make-up of the school community and the staff team. In order to take positive action, the governors will consider our recruitment procedures to encourage a more diverse staff team.
Advance equality of opportunities	To significantly diminish the difference between academic outcomes for PPG and SEN pupils and their non-PPG and non-SEN peers.	The details of this ongoing objective sit within our SEN information report and PPG strategy document - both available on our website.

	<p>To ensure no child is disadvantaged by their protected characteristic in their engagement in trips, events and activities whilst at the school</p>	<p>All risk assessments and planning templates completed for subsequent trips and events will include a section dedicated to thinking through the implications of the event on those with protected characteristics. Events will not be signed off by the headteacher without this section completed.</p>
<p>Foster good relations across all characteristics</p>	<p>For all families who join the school to be supported to fully participate in the life of the school</p>	<p>Ask newer families (both YR starters and in-year starters, including from abroad) what their experience was of joining St Joseph's.</p> <p>Review arrangements in other schools especially schools with high rates of EAL.</p> <p>Propose an enhanced set of procedures around the induction of families into the school.</p>