

St. Anthony's Girls' Catholic Academy



Equality Objectives

Policy updated: March 2022

Policy Review: March 2026

Signed by: *Sr. M. Josepha*

Sr. Josepha

March 2022

Chair of Governors

St Anthony's Girls' Catholic Academy

Equality Information and Objectives (Public Sector Equality Scheme Statement 2021-22)

This policy has been developed to take into consideration our Mercy ethos and local and national policy and guidance.

We recognise the value of diverse environments and strive to promote a culture in which all pupils, staff and members of the school community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics.

St Anthony's Girls' Catholic Academy is an inclusive school where we focus on the wellbeing and progress of all of our children and young people, and where all members of our school community are of equal worth.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

Public Sector Equality Duty

The Equality Act 2010 replaced all previous discrimination law. It has simplified the law and extends protection from discrimination in some areas.

Schools and Academies must adhere to the following:

- Protection against discrimination is extended to all pupils who are pregnant or who have recently given birth, and pupils who are undergoing gender reassignment;
- It is now unlawful for employees to ask health related questions of applicants before a job offer, unless the questions are specifically related to an intrinsic function of the work;
- New positive action provision will allow schools to target disadvantage experienced by pupils with particular protected characteristics;
- It is now unlawful to victimise a pupil for anything done in relation to the Act by a sibling or parent;
- The Act will extend the reasonable adjustments duty to require schools to provide auxiliary aids and services to disabled pupils;
- The previous specific duties on schools have been combined into the new Public Sector Equality Duties;
- There is a requirement to have an Access Plan to improve access for disabled pupils.

Protected Characteristics:

It is unlawful for a school to discriminate by treating individuals less favourably because of their:

- Sex
- Race
- Disability
- Religion or Belief
- Sexual orientation
- Gender reassignment
- Pregnancy/maternity

- Age
- Marriage/Civil Partnership

Children and young people under the age of 18 have limited protection under the age characteristic. It is lawful to treat people differently because of their age in circumstances which the law allows, or requires, people to be treated differently because of their age.

St Anthony's Girls' Catholic Academy Profile

St Anthony's Girls' catholic Academy is an 11-18 faith school for girls, with mixed provision for Sixth Form students. Students have a whole range of physical, educational, emotional and spiritual needs. The proportion of students from minority ethnic groups is above average for the local area. The proportion of students known to be eligible for the Pupil Premium (additional funding to support students known to be eligible for free school meals, children of service families or those who are looked after by the local authority) is below the national average. The proportion of students registered as SEN support is below the national average. The proportion of students with an EHCP is below the national average.

Data relating to staff characteristics as at September 2021

Protected Characteristics: Sex

Male: 32

Female: 144

Protected Characteristics: Religion

Roman Catholic: 68

Other: 108

Protected Characteristics: Disability

Pupils with SEN or EHCP

Number: 102

% of all pupils: 7.6%

Protected Characteristic: Race

Race	Years 7 - 11	Years 12-13
White British	842	177
White Other	12	5
Bangladeshi	58	9
Indian	35	21
Pakistani	18	6
Asian Other	49	13
Black African	26	3
White and Black African	7	1
Other ethnicity	49	10
Refused to answer	1	0

Protected Characteristic: Staff Pregnancy/Maternity

As of September 2021, 2 staff are pregnant and 3 are on maternity leave.

Protected Characteristic: Sexual Orientation

No data about the sexual orientation of pupils, parents or staff is collected or held by the school. Were it to be communicated to the school, it would be recorded in the child's file.

Protected Characteristic: Marriage or Civil Partnership

When information about changes in marital status or home circumstances is communicated to the school, it is recorded in SIMS. No data is collated by the school about staff or parents' marital status, apart from names given for home contact and information about whether letters home or reports are to be duplicated and sent to two addresses.

Protected Characteristic: Gender Reassignment

No data is collected by the school about gender reassignment and the pupil or staff population.

Staff by Occupational Group and Gender

Where employees hold more than one contract with the School they have only been included once in the figures below in the post in which they have more contracted hours.

Occupational Group	Male	Female
Leadership	15%	85%
Teaching	19%	81%
Teaching Assistant	0%	100%
Support Staff	8%	92%

Staff with Disability

Staff with Disability
2

Staff by Religion

Religion	Number of Staff
Roman Catholic	68
Protestant	0
Church of England	0
Methodist	1
Christian	58
No religion	45
Not collected	3
Muslim	0
Hindu	1

Staff by Ethnicity

Ethnicity	Number of Staff
Asian or Asian British, Any other Asian British	1
Asian or Asian British, Bangladeshi	0

Mixed, White and Black African	1
White British	146
White and any other White Background	1
Mixed, White and Black Caribbean	0
Not obtained	27
Did not wish to be recorded	0

Collecting and analysing equality information for pupils at St Anthony's Girls' Catholic Academy

St Anthony's Girls' Catholic Academy is an inclusive school and we aim to use the curriculum and learning to encourage all individuals to fulfil their potential. We collect and analyse the following equality information for our pupils:

- Attainment levels
- Attendance levels
- Exclusions from class/suspensions (internal and external)
- Participation in extra-curricular activities and school visits
- Behaviour incidents (including racist incidents)

Collecting and analysing equality information regarding employment and governance at St Anthony's Girls' Catholic Academy

St Anthony's Girls' Catholic Academy is committed to providing a working environment free from discrimination, victimisation and harassment where staff are valued for their ability and skill to provide the best possible opportunities for pupils. We aim to recruit an appropriately qualified workforce that is representative of all sectors of the community in which we work. We collect the following profile information for our staff:

- Applicants for employment
- Staff profile
- Attendance at staff training events
- Disciplinary and grievance cases
- Performance Management

Equality Objectives

The following equality objectives have been identified:

- To promote equality of opportunity;
- To anticipate the needs of incoming pupils including disabled children, and children with English as an additional language, and improve access to the curriculum.
- To promote British Values and the Prevent Duty;
- To increase understanding between different groups of students, including those from minority ethnic groups and religious groups;

Review

Equality information will be updated annually and published on the Academy website. Progress against equality objectives will be reviewed by the Local Governing Body annually and updated every 4 years.