



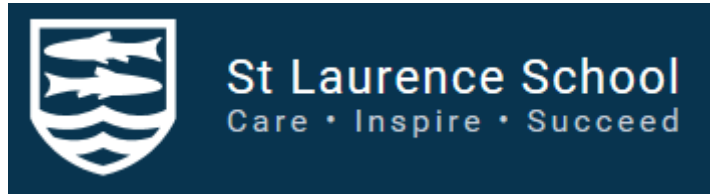
Equality Statement and Objectives 2023

St Laurence School Academy Trust

Date of last review:	Jan 2023 Approved C&E	Review period:	4 years
Date of next review:	Jan 2027	Owner:	Assistant Headteacher – Personal Development

Approval: Community and Ethos

Review: Jan 2023



Equality Statement and Objectives 2023

Introduction

St Laurence values all students, staff and parents equally. This aligns with the Christian values that underpin our ethos as a Church School. Our equality practice is informed by the belief that people are a treasure as a gift from God and, as a result, we value all everyone equally, whatever their background, disability, ethnicity, gender, identity, learning difficulty, nationality, religion, or sexual orientation. We are committed to embedding a school culture that is fully inclusive, encouraging respect for difference and diversity and ensuring that all members of our community believe St Laurence School to be a supportive, caring and safe environment without fear of discrimination. We believe people are of equal value and set out to educate students about the issues surrounding equality to foster positive attitudes and relationships, and a shared sense of cohesion and belonging both in school and wider society. We recognise and respect difference and aim to reduce and remove inequalities and barriers that already exist.

Legal Duties

The school is required to hold and publish information about how we comply with the Public Sector Equality Duty. As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the Public Sector Equality Duty. We will not publish any information that can specifically identify any individual child or adult
- Prepare and publish equality objectives. These will be reviewed annually and will look to address our priorities as a school

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Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, students 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 Headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and students
- In liaison with the Assistant Headteacher – Personal Development, monitor success in achieving the objectives and report back to governors

The designated members (Advocates for each characteristic) of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives among staff and students
- 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 below.

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 and/or is accessible to students with disabilities

In some significant decisions (For example, a restructure of staffing), the school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. The record is completed by the member of staff leading the project in liaison with HR and is stored electronically.

Equality objectives

Objective 1

People are our Treasure and therefore, we wish to eliminate all forms of prejudice-based incidents towards people who share a protected characteristic and implement an open culture of understanding, acceptance and positivity.

To achieve this objective, we plan to:

- positively reinforce and promote it through discrete Religious Studies and PSHE lessons, in addition to tutor and collective worship programmes that will focus upon protected characteristics positively reinforce and promote it through implementation of our behaviour policy, in addition to focused interventions, aimed at addressing and educating students, through the pastoral system

Progress we are making towards this objective:

Objective 2

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To close the achievement gap by ensuring there is no significant difference in the progress made by different groups of learners. A key area of improvement for St Laurence is to raise the achievement of disadvantaged students.

To achieve this objective, we plan to:

- demonstrate high expectations and operate consistent routines and protocols
- deliver a powerful, knowledge-rich curriculum for all
- have a whole school focus on literacy
- have an unwavering focus on outcomes and overcoming the barriers to achieving them
- use the Pupil Premium effectively for closing identified gaps

Progress we are making towards this objective:

Objective 3

To ensure 100% of Year 7 – 9 students participate in, at least, one extra-curricular activity. Research indicates that participating in after school programmes improves performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers (Education Endowment Foundation).

To achieve this objective, we plan to:

- use a proportion of our pupil premium funding to help cover the costs associated with delivering extra-curricular activities
- offer students a range of subjects/activities for extra curricular

Progress we are making towards this objective:

Monitoring arrangements

Every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school development plan and therefore will be reviewed as part of this process.

The Senior Leadership Team and Governors at St Laurence School regularly review the progress we are making towards meeting our equality objectives and report annually on any matters arising from our monitoring of this

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