



Equality Objectives

In this section you will find information relating to: the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, including:

- details of how we are complying with the [public sector equality duty](#) – this is updated every year
- our school's equality objectives – these are updated this at least once every 4 years

Details of these publishing obligations are set out in [Equality Act 2010: advice for schools](#)

Equalities Information

Annual Public Sector Equality Duty Statement

September 2022

All school policies take account of the school's ethos, which is enshrined in our Mission

Statement and whole school community Code of Conduct.

'The Friendship School, Following in the Footsteps of Jesus'

In St Anne's, we follow in the footsteps of Jesus growing closer to God, through prayer, worship, work and play. We aim to:

- Be an inclusive learning community which provides an education that fully recognises the uniqueness, gifts and talents of each member of our school community.
- Always do our best and show respect, love and care for everyone helping each other live out their faith in today's world.
- Work in partnership with parents, carers, the parish and the wider community in order to achieve the above.

In line with the Equalities Act, 2010, the school's Equality Objectives and Public Sector Equality Duty, the following statement which is reviewed and updated annually demonstrates the school's focus on providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

This Statement and our objectives have been arrived at following discussions with members of the school community, an analysis of our curriculum, staff training needs, wider opportunities and a review of the school's developing population over recent years.

We are committed to meeting our Public Sector Equality Duty to:

1. (a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
2. (b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We shall achieve this through:

- Implementing required policies and procedures
- Ensuring appropriate training for our staff
- School assemblies and special events
- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Appropriate oversight by school leaders and Governors
- Discussions with and feedback from our pupil voice
- Opportunities to reflect the multicultural nature of our school community
- Our use of display and development of an accessible learning environment
- Visits to museums, places of worship and places of local interest
- A focus on the involvement of parents and carers
- Our identified school objectives – published separately
- Feedback to our Governing Body
- The close monitoring and response to any incidents of inappropriate behaviour towards others as reflected in the Equalities Act 2010

The above will be monitored by Senior staff and will involve seeking the views from pupils, parents and staff.

Progress against the above and our Equalities Objectives will be monitored termly by reports to Governors and will be formally reviewed annually over each the next four years in terms of the specific objectives. The timescale and procedures for monitoring the objectives may be amended in the light of new guidance or changes to relevant legislation.

In line with the Equalities Act, 2010 and the school's Equality Policy and Public Sector Equality Duty commitment statement, the following objectives demonstrate the school's focus on providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

These objectives have been arrived at following discussions with members of the school community, an analysis of pupil progress and a review of the school's developing population over recent years.

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- Ensuring appropriate training for our staff
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- Our curriculum and interaction with all members of our school community
- Our communications, website and publications
- Our ethos and values
- Appropriate oversight by school leaders and Governors
- Our identified school objectives

Progress against these objectives will be monitored termly by reports to Governors and will be formally reviewed annually over the next four years. The timescale and procedures for monitoring the objectives may be amended in the light of new guidance or changes to relevant legislation.

Our Equality Objectives

As a school we have chosen three main equality objectives which best suit our circumstances and contribute to the welfare of our pupils and our school community. They are a tool to help improve the school experience of a range of different pupils. These equality objectives have arisen from an analysis of our published data and other information, where we have identified there is potential for improvement on equalities.

Our equality objectives, which were **last updated in July 2022**, are:

To improve boys' attainment in reading, writing and maths in KS1.

To develop the language and communication skills of the EAL children, particularly those in the EYFS.

To develop the social communication skills of our autistic children.

These will be reviewed annually by senior leaders and governing body.