

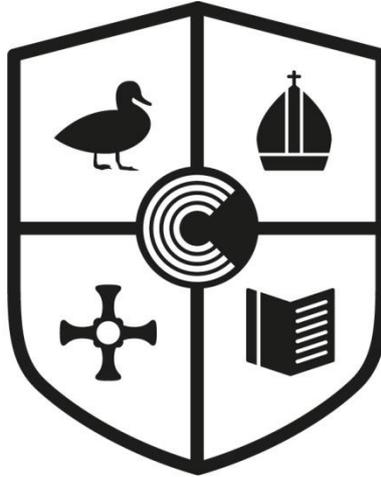
**St Cuthbert's
Catholic High School**

Live life in all its fullness

Equality Policy Audit and Action Plan

2016 - 2019

Equality Policy, Audit and Action Plan for



St Cuthbert's Catholic High School

Live life in all its fullness

Title of Policy:	EQUALITY POLICY, AUDIT & ACTION PLAN
This document replaces:	April 2017 Version
Author:	Headteacher
Section:	
Post Holder (will be responsible for keeping policy updated):	Mrs Twist
Related policies:	
Date adopted by School Governors:	April 2015
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Policy Review cycle:	Policy – 3 years, Action Plan September 2017
Date of last update:	September 2017

INTRODUCTION

St Cuthbert's Catholic High School is guided by a clear set of objectives and values, one of which is equality. We are committed to eliminating unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between different groups within the local community. We are determined to do everything we can to make sure that people are treated fairly and that everyone has access to good quality services.

Unlawful discrimination, which results in unfairness in any aspect of schools employment policies and practices, curriculum or service delivery, will not be acceptable under any circumstances. In accordance with our mission statement and Catholic ethos, we pledge to respect the equal human rights of our students, staff and other members of the school community, and to educate them about equality, diversity and cohesion.

LEGISLATION AND DUTIES

The following list identifies the equality legislation that affects the school.

- Human Rights Act 1998
- Education Act 2002 (Section 78)
- Education and Inspectors Act 2006 (Section 38 (1))
- Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- Children and Families Act 2014

Human Rights Act 1998

The Human Rights Act 1998 makes it unlawful for schools to behave in a way that is not compatible with the provisions of the European Convention on Human Rights. Any action taken by a school that interferes with an individual's Human Rights must only be considered if it is a justified and proportionate means of achieving a legitimate end.

Education Act 2002 (Section 78)

Section 78 requires governing bodies for all maintained schools to provide a curriculum that "promotes the spiritual, moral, cultural, mental and physical development of students at the school and of society, and prepare students at the school for the opportunities, responsibilities and experiences of later life".

Education And Inspections Act 2006 (Section 38 (1))

Section 38 (1) of the Education and Inspections Act 2006 states that:

"The governing body of a maintained school, shall, in discharging their functions relating to the conduct of the school:

- Promote the wellbeing of students at the school, and
- Promote community cohesion.

The Children and Families Act 2014

Sets out how the School will support children and young people with Special Educational Needs, Social Care Needs and Health Needs. The School will

- Contribute appropriately to the 'local offer' detailing relevant services available for children with disabilities and / or Special Educational Needs.
- Contribute appropriately to a student's Education, Health and Care Plan.

Equality Act 2010

The General Public Sector Duty of the Equality Act 2010 requires schools, in the exercise of their functions and decisions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

St Cuthbert's Catholic High School will take the following action as reasonable steps to demonstrate due regard to the General Duty of the Equality Act 2010:

- Produce a written equality policy identifying action to be taken to eliminate discrimination, advance equality of opportunity and foster good relations between different groups across school activity.
- Ensure hate incidents and hate crime reporting is integrated within the School's Anti Bullying Policy
- Audit the curriculum, and teaching and learning methods, to ensure they are accessible, inclusive in the language and representation used, promote inclusion and physical activity for disabled students, and challenge stereotypes to promote community cohesion and a positive image of a diverse community.
- Make reasonable adjustments to ensure that disabled staff, students and parents are not disadvantaged in employment or the provision of education, and have equality of access to information, facilities and other services at the School.

Equality Act 2010 (Section 10) requires schools to prepare and maintain an accessibility plan in order to

- increase the extent to which disabled students can participate in the school's curriculum
- improve the physical environment of the school for the purpose of increasing the extent to which disabled students are able to take advantage of education and benefits, facilities or services provided or offered by the school, and
- improve the delivery to disabled students of information which is readily accessible to students who are not disabled

In order to meet Section 10 of the Equality Act 2010 St Cuthbert's Catholic High School will publish the outcome of our Equality, Accessibility and Cohesion Audit and Action Plan on the school's website. In addition, the School takes into account the widening definition of disability within its decisions and functions, and gives due regard to the "Social Model" of disability. This model recognises the barriers caused by the environment and people's attitudes to disability.

The Equality Act 2010 (Specific Duty) Regulations 2011 requires schools to set measurable equality objectives and to publish information about their performance on equality, so that the public can hold them to account.

In order to meet the Specific Duty, St Cuthbert's Catholic High School will

- Publish sufficient information to demonstrate compliance with the general equality duty across its functions annually.
- Prepare and publish equality objectives to demonstrate how the general equality duty will be met

PROTECTED CHARACTERISTICS UNDER THE EQUALITY ACT 2010

The Equality Act 2010 identifies a list of nine characteristics that are subject to its general duty. They are: Age, Disability, Gender, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion, Sexual orientation. (However, age, and being married or in a civil partnership do not apply to education provisions.)

RESPONSIBILITIES

Governors are responsible for:

- Ensuring that the School meets the duty of the Equality Act 2010.
- Ensuring that they understand the equality implications of all key decisions on policy and practice before they are made.
- Requesting an annual report from the Head Teacher on progress against the school's equality policy, equality objectives and action plan. This report must include a summary of the results of any consultation, equality monitoring and equality impact assessments

The Head Teacher is responsible for:

- Producing, implementing and maintaining the school's
 - Equality Policy
 - Publishing the School's contribution to the "local offer"
- Ensuring all staff know their responsibilities under the Equality Policy, and receive training and support in carrying these out
- Ensuring that hate incidents and hate crime reporting is integrated within the School's Complaint Process and Anti Bullying Policy
- Ensuring tools are in place to show how the school has shown due regard to all protected groups, such as;
 - Equality impact assessment of policies
 - Equality monitoring of policies e.g. employment, admissions, student attainment, exclusion, hate incidents
 - Curriculum Equality Audit
- Completing of the equality, accessibility and cohesion audit and action plan
- Publishing the School's Equality Policy and the outcome of the equality, accessibility and cohesion audit and action plan, on the school website, to demonstrate compliance with the general equality duty across its functions; updating this annually
- Using information from the equality, accessibility and cohesion audit to develop equality objectives for the school
- Publishing the equality objectives on the school website; reviewing them annually.
- Reviewing and revising the School's Equality Policy every three years
- Reporting to Governors annually progress against the School's Equality Policy, Equality Objectives and Action Plan. This report must include a summary of the results of any consultation, equality monitoring and equality impact assessments.
- Ensuring the School's Equality Policy is readily available and that the governors, staff, students, and their parents/carers and guardians know about it
- Ensuring the School's Equality Policy is followed consistently by all staff and students
- Ensuring appropriate and consistent action is taken in cases of discrimination, harassment, victimisation, hate incidents and hate crimes

All staff are responsible for:

- Ensuring they follow the equality policy and procedures, and take up equality training and learning opportunities provided by the school
- Behaving in a dignified manner towards others, and respecting individuals regardless of protected characteristic
- A consistent challenge to unwanted behaviour, including inappropriate use of language.
- Consistent application of all school policies

Staff with responsibility for areas of the curriculum, are responsible for completing Curriculum Equality Audits for each area, and making appropriate changes to teaching and learning methods to (i) improve accessibility, (ii) advance equality of opportunity, (iii) eliminate discrimination, harassment and victimisation, and (iv) foster good community relations. (See Appendix 2)

Mr J McAuley is responsible overall for dealing with reports of hate-incidents

Mrs C Barrett is responsible overall for Children with Special Educational Needs

Students, parents, visitors and contractors are responsible for:

- Ensuring they follow the equality policy and procedures
- Behaving in a dignified manner towards others, and respecting individuals regardless of protected characteristic
- A consistent challenge to unwanted behaviour, including inappropriate use of language

DEFINITIONS OF DISCRIMINATION, HARASSMENT AND VICTIMISATION

Under the law, there are different categories of discrimination, with differences in the legal framework surrounding them. These are:

Direct Discrimination, which occurs when a person is treated less favourably than another on grounds of a personal characteristic.

Discrimination by Association occurs when a student is treated less favourably because of their association with another person who has a protected characteristic (other than pregnancy and maternity). This might occur when you treat a student less favourably because their sibling, parent, carer or friend has a protected characteristic.

Discrimination arising from perception takes place where education provider behaves as if the person has the characteristic and treats them worse than others as a result. This applies whether the perception is true or not, even if the education provider knows that the person does not have the protected characteristic.

Discrimination because of pregnancy and maternity occurs when women (including a female student of any age) are treated less favourably because she is or has been pregnant, has given birth in the last 26 weeks or is breastfeeding a baby who is 26 weeks or younger.

Indirect Discrimination, which occurs when a rule or condition which is applied equally to everyone:

- Can be met by considerably smaller proportion of people from a particular group
- Is to the disadvantage of that group
- Cannot be justified by the aims and importance of the rule condition

Discrimination arising from a disability, which occurs when an education provider treats the disabled person unfavourably, this treatment is because of something which has come about as a result of the disabled person's disability ('something arising in consequence of the person's disability'), and the education provider cannot show that this treatment is justified as a balanced way of achieving something for a good reason (in legal language 'a proportionate means of achieving a legitimate aim').

Discrimination arising from disability is different from direct discrimination. Direct discrimination refers to less favourable treatment and requires a comparison to show that a person without the protected characteristic would be treated differently. Discrimination arising from disability refers to unfavourable treatment and does not require a comparison to a non-disabled person.

Harassment, occurs when unwanted conduct has the purpose or the effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, on grounds of disability, race or gender. Although the harassment provisions do not explicitly apply to the protected characteristics of gender reassignment, sexual orientation, religion or belief; or pregnancy and maternity, in relation to schools, unwanted conduct related to any of these protected characteristics that results in a student, governor, staff or visitor being disadvantaged would constitute direct discrimination.

Victimisation: occurs when a person is treated less favourably because they have taken action in respect of discrimination, e.g. by bringing a complaint or giving evidence for a colleague.

DISCRIMINATION, HARASSMENT AND VICTIMISATION WITH REGARD TO STUDENTS

We will not discriminate, harass or victimise any child seeking admission, nor with regard to any students, or their parents or carers on grounds of gender, race, disability, sexual orientation, religion or belief, pregnancy and maternity. This includes discrimination, harassment or victimisation in provision of teaching or allocating the student to certain classes, applying different standards of behaviour, dress and appearance, excluding students or subjecting them to any other detriment, and conferring benefits, facilities or services. In the event of oversubscription, our admission policy gives priority to students who are catholic. With regard to disability, the school will make such reasonable adjustments as are necessary to prevent disabled students being at a substantial disadvantage in comparison with people who are not disabled, even if it means treating them more favourably.

EMPLOYMENT

We are committed to a fair and equal pay policy and a free from bias pay structure.

We will not discriminate, harass or victimise in employment unlawfully on grounds of gender, gender reassignment, race, disability, sexual orientation, religion or belief or age. This includes discrimination, harassment or victimisation in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and disciplinary procedures.

With regard to disability, we will make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled.

The school will monitor the information as set out below disaggregated by disability, gender, religion, sexual orientation and different racial group.

- The number of staff in post, and
- The number of applicants for employment, training and promotion

Where agreed, the school will ensure that it sends employment equality monitoring data to the Council's Human Resources Section, in a format specified by the Council.

Exceptions to the Policy

We would discriminate on the grounds of religion in terms of appointment of a Head Teacher or Head of the Religious Education Department.

MONITORING AND ANALYSIS

We will monitor the following policies to ensure that we are meeting equality duties.

- Student Admission
- Student Exclusion
- Student Attainment
- The progress of students identified as having special educational needs
- Complaints
- Hate Incidents
- Satisfaction Surveys

Where appropriate we will use the equality monitoring categories for race, gender, religion and disability used by St. Helens Council's Children and Young Peoples Department. This will ensure consistency of data and enable us to set targets that are comparable with other agencies.

We will disaggregate the results of monitoring by the equality profile (race, gender, religion and disability) to identify if there were any issues or outcomes particular to one specific group. Where relevant, actions will be taken to improve any adverse outcomes for any group. The results of equality monitoring will be reported to the school governors annually. Any identified improvements will be included in the School's

Improvement Plan. The results of such monitoring and analysis will be published, to enable viewing by any interested party.

EQUALITY IMPACT ASSESSMENT (EIA)

The school's Equality Impact Assessment will be carried out on all of our key policies at least once every three years. We will ensure that the Equality Impact Assessment process is updated in line with new legislation.

The Equality Impact Assessment template is based upon the relevant equality duties. For each of the school's functions the Equality Impact Assessment process will cover the following areas:

- The advancement of equality of opportunity
- The elimination of unlawful discrimination, harassment and victimisation
- To foster good relations between different groups of our community
- The promotion of positive attitudes to disability
- The participation by disabled people in public life
- The meeting the need of disabled people, even when that means treating them more favourably than non-disabled people.
- Improving health and wellbeing

The outcome of equality impact assessments will be reported to the school governors. Any identified improvements will be included in the School's Improvement Plan.

CURRICULUM EQUALITY AUDIT

The School's curriculum equality audit tool ensures that each member of teaching staff with responsibility for a curriculum area (i) will promote inclusive and positive images of a diverse community and examples that demonstrate "due regard" to the duty to promote good community relations; (ii) will increase the extent to which disabled students can participate in the curriculum, (iii) will challenge gender, racial, religious, disablist, ageist and homophobic stereotypes, e.g. prejudices about what people from particular groups should/shouldn't or can/can't do

REPORTING PROGRESS

School Governors will monitor the School's Equality Policy and Action Plan. The Head Teacher will produce an annual report for the School Governors on progress against the Equality Policy, Equality Objectives and Action Plan. This report will include the results of consultation, equality monitoring and equality impact assessments.

The annual report on progress against the Equality Policy and Action Plan will be produced by *01 June 2017*

The Equality Policy and Action Plan will be reviewed at least once in the next three years.

Signed: P. Swanson Chair of Governors

Date: 28.09.2016

Signed: C. Twist Headteacher

Date: 28.09.2016

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR

St Cuthbert's Catholic High School

Equality, Accessibility and Cohesion Audit and Action Plan

This audit will identify and set out how St Cuthbert's Catholic High School will work to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups within the local community. The outcome of the Equality, Accessibility and Cohesion Audit should be reported to the school governors, and the tasks and priorities identified should be used to develop an Equality Policy Action Plan for the School. School governors should monitor progress against the actions within the Equality Policy Action Plan at least quarterly.

How to use the audit toolkit

To use the tool use the statements as prompts for questions or go through each question and tick the relevant box based on the evidence you gather. The boxes are coded as follows:

- A = we are confident about this; work has already been done in this area and is ongoing
- B = we haven't done much on this yet, but know what needs to be done and how to go about it
- C = we still need to do work on this area and to identify our initial priorities

Use the 'Evidence' column to identify or make cross-reference to your own examples of existing good practice (if you ticked box A) or the case for improvement (if you ticked boxes B or C).

The ultimate aim is to be able to tick the A box for every section, so use the 'Tasks and priorities' column to identify the next step towards this. Once you have identified your priorities, incorporate them into the relevant action plan (This toolkit should be used in conjunction with the action plan in the schools equality policy.). The action plan should spell out in more detail how you plan to achieve the task, who will be responsible and when it will be fully implemented.

St Cuthbert's Catholic High School **School Equality, Accessibility and Cohesion Audit**

Last updated: **September 2017**

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
Legal compliance						
1. The school has produced, published and maintains an up to date Equality Policy, Equality Objectives and Action Plan.	✓			Single Equality Policy adopted by G.B. School Mission Statement	Ensure it is updated on website. Inform new staff of the equality policy via the handbook.	SLT
2. To demonstrate compliance with the general equality duty across its functions, the school has published on the school website its: (i) Equality Policy (ii) the outcome of the equality, accessibility and cohesion audit and action plan, and (iii) Equality Objectives	✓			Uploaded on to school website	Ensure all staff re constantly updated with regard to how and equality.	SLT
3. Governors receive an annual report on progress against the School's Equality Policy, Equality Objectives and Action Plan.	✓			To be provided at FGB meetings	Report given two weeks before FGB to discuss.	Clerk to Governors
4. Equality impact assessments are used inform all key decisions on policies, practices, and contract commissioning		✓		Ongoing from March 2016		SLT Key postholders
5. The equality implications are explicitly and clearly stated within all key decisions taken by the governing body	✓			All data analysed by specific groups and incorporated into policies	Equality training for Governors early in academic year.	
6. Governors are confident that they understand the equality implications of a key decision (i.e. on policy, practices, and contract commissioning); at the time that the decision is taken	✓			Training delivered to Governors on 13/05/14		
The context of your school						
7. Training on the Equality Legislation is given to all members of governing body.	✓			Provided by Simon Cousins in May 2014	Item on Agenda Nov 2017 FGB	AHT (PDBW)

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR
St Cuthbert's Catholic High School

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
8. Training on the Equality Legislation is given to all school staff.	✓			Training delivered during Staff INSET 02/09/14	Training Nov 2017	AHT (PDBW)
9. The general duty of the Equality Act 2010 is embedded with the School's "Codes of Conduct" for students and staff.	✓			Information to parents booklet	Booklet updated annually	
10. The duty not to discriminate, harass or victimise as set out in the Equality Act 2010 is explicitly embedded with the Student Home/School Agreement.	✓			Embedded in the Home School Agreement issued to parents/carers and students	Contracts between school and home highlighted on website	SLT
11. Students and parents are informed about the School's Equality Policy, and their responsibilities have been made clear	✓			Equality Policy published on website	To be updated every 3 years. Next update due in Sept 2019.	SLT
12. The school has systems in place - for staff, parents and students - to actively identify, record, manage and monitor the frequency and nature of hate incidents, hate crime, discrimination, bullying or harassment	✓			Records kept by Lead Safeguarding Officers Behaviour Watch	Behaviour watch Hate Crime log Reviewed every pastoral Meeting	AHT (PDBW)
13. The school's Anti Bullying Policy includes discrimination, harassment, victimisation, hate incidents and hate crimes	✓			Anti-Bullying, Harassment & Hate Incidents Policy published on website	Bullying Assemblies throughout the year and Student Council Voice	AHT (PDBW)
14. The school is confident that disabled students are able to take advantage of the education and benefits, facilities or services it provides or offers.	✓			Yes	SENCO to produce a report	SENCO
15. The school is confident that disabled students and their families have equality of access to information which the school produces (e.g. newsletters, guidance, advice, website, etc.)	✓			Yes	Year 6 meetings with SLT/SENCO highlight areas.	SENCO
16. The school has published its "local offer" detailing relevant services available for children with disabilities and / or Special Educational Needs	✓			Yes		SENCO
17. The school contributes appropriately to Student Education, Health and Care Plan	✓			Yes		SENCO
18. The school provides parents, carers and guardians of "students with Education, Health	✓			Yes		SENCO

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR
St Cuthbert's Catholic High School

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
and Care Plan” with information on how to access St.Helens Special Educational Needs and Disability Information, Advice and Support Services (St.Helens IASS).						
19. The school's Self Evaluation Process contains judgments about how well the school promotes equality and cohesion.	✓			Paragraph included in school Self-Evaluation Statement.		SLT
Monitoring and impact assessment						
20. The school has an accurate, up-to-date profile of its students, staff and governors by age, race, gender, religion, sexual orientation, and disability	✓			School Record	Updated from information from SIP	Assistant School Business Manager
21. The school has a list of policies that they will Equality Impact Assess (EIA), and a schedule for the completion of these EIAs		✓		Ongoing	Ongoing	SLT
22. Monitored data is analysed to identify disparities for protected characteristics, and the possible causes.	✓			Yes		SENCO
23. The results of equality monitoring and equality impact assessments inform: policies, INSET priorities, curriculum reviews and school development planning.	✓			Yes		SLT
24. The school systematically monitor, review and record the progress of students with Education, Health and Care Plans or Individual Education Plans (IEP)	✓			Yes		SENCO
25. The School has embedded the duties of the Equality Act 2010 within its contract provisions and procurement processes			✓		Business Manager to investigate and report back	PME
Sense of belonging						
26. There is a strong sense of children's rights and responsibilities in the school regarding equality, diversity and community cohesion	✓			Yes – student council minutes	PREVENT Inset TBC	SLT
27. The school has considered its role in serving the needs of any groups new to the community,	✓			Yes – Parr Care Home / Homeless groups	Evidence report from staff members CHS & SLE	CHS SLE

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR
St Cuthbert's Catholic High School

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
and where appropriate has worked with others to meet these needs						
28. The school works with parents of children with special educational needs as equal partners in their child's education.	✓			Yes		SENCO AHT (PDBW)
Teaching learning and curriculum						
29. The curriculum is regularly assessed to ensure that it promotes equality and cohesion for all protected characteristics	✓			Yes Curriculum Model/Pathway booklet	Scheme of Learning audit	SLT DHT All staff
30. The school takes steps to increase the extent to which disabled students can participate in the curriculum.	✓			Curriculum Model Pathway booklet GCSE Options		SLT ALL
31. The school responds to individual needs at all levels through appropriate differentiation of the curriculum. Students who have been identified by teaching staff as requiring exam access arrangements are required to complete a SEND AA request form and attach relevant evidence. If necessary, this will then be referred to the LA's Learning Support Officer for evaluation.	✓			Curriculum Model	Updated information given to staff about access arrangements	SENCO SLT DHT
32. The school implements appropriate group and individual intervention programmes to address learning difficulties.	✓			Inclusion Unit Farne Social Skills	Ongoing – social skills groups and curriculum continued.	Inclusion Manager and Team AHT (PDBW)
33. Children who are considered to be new arrivals are welcomed and inducted into the school so that they settle quickly.	✓			Induction programme Y6 meetings with SLT Transition	Assessments completed for EAL students.	Transition Co-ordinator SLT Pastoral Team
34. Funds devoted to the needs of children with EAL (English as an additional language) are monitored and evaluated for impact on the identified children	✓			Interventions	Use of staff with specific skills to assist students with EAL. Increased all EAL service materials purchased and used with EAL students to assess continuously.	SENCO

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR
St Cuthbert's Catholic High School

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
35. Governors are able to identify examples of reasonable adjustments made at the school	✓			Minutes of FGB		Clerk to FGB
36. Governors are able to identify examples where different cultures, religions and beliefs are respected and appreciated	✓			Minutes of FGB		Clerk to FGB
37. The governing body knows how the school tracks relative underachievement by race, disability and gender, and how successful this has been	✓			Data for disadvantaged students – FGB minutes Governor links		
38. The school is confident that where possible excluded or self-excluded students are successfully re-integrated	✓			Packages to reintegrate in Unit/Farne etc Bespoke/negotiated timetables/works with external agencies		Pastoral CL SLT Inclusion Base
39. The systems in place to monitor hate incidents, hate crimes, discrimination, bullying or harassment, if used, have been successful	✓			Record School Safety Officer	Ongoing updating 2/4 + 6 week checks.	AHT (PDBW) SHOH/Pastoral Team
40. Staff have monitored discipline and exclusion patterns to highlight particular groups and where relevant have discussed these with the governing body	✓			Records Data Dashboard	Ongoing updating..	AHT (PDBW) SHOH/Pastoral Team
Equity and Extended Services						
41. The school's Self Evaluation Process contains judgements on the contribution parents and other communities makes to students' learning and well being	✓			Yes – includes parent surveys within the SES		SLT
42. The governors know of the impact of: <ul style="list-style-type: none"> • Partnership arrangements with other schools • International links • Use of shared facilities • Opportunities for intercultural activities 	✓			Minutes of FGB meetings		Clerk to FGB
43. The governors know how funds such as Student Premium have benefited children.	✓			Minutes of FGB meetings	PP Governor meets to review PP report	AHT (outcomes) PP Governor

EQUALITY, ACCESSIBILITY AND COHESION AUDIT FOR
St Cuthbert's Catholic High School

Audit Area and Questions	A ✓	B ✓	C ✓	Evidence	Tasks and priorities	By Whom and Date
44. Governors used the criteria in the Strengthening Community section of the Head Teachers National Standards when appointing a new head teacher and/or refer to these in setting objectives in performance management	✓			Yes, definitely. Headteacher appointment process Headteacher Performance Management process		Chair of FGB FGB LA

Equality Impact Assessment Template for Schools

Appendix 1

Title of Policy, Decision, Practice or Programme:

Department:

Responsible Officer:

Date Completed:

Date Review Required:

1. **Aims:** Please identify the main aims of the policy, decision or function?

2. **Impact upon different people with different protected characteristics:** It is essential that policies, decisions, practices and programmes advance equality of opportunity and foster good relations within the community, and do not leave the School vulnerable to discrimination claims.

For the purpose of this assessment, the following protected characteristics are to be given due regard when completing the assessment; age, gender, disability, race, gender reassignment, religion, sexual orientation, pregnancy and maternity, marriage and civil partnership. (age, marriage and civil partnership do not apply to school provisions.)

The following seven principles, derived from the duties set out in the Equality Act 2010 should be considered when conducting the EIA.

a. All learners are of equal value

All learners and potential learners are of equal value and should benefit from the Schools policies, practices and programmes.

b. Relevant differences should be recognised

Treating people equally can mean treating them differently. Policies, practices and programmes must not discriminate, but may be differentiated to take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people face.

c. Workforce development

Policies and programmes should benefit all members of the workforce, for example in recruitment and promotion, and in continuing professional development.

d. Positive attitudes and relationships should be fostered

Policies and programmes should promote positive attitudes, good relations and positive interaction between all members of the community

e. Society as a whole should benefit

Policies and programmes should benefit society as a whole, both locally and nationally, by fostering greater cohesion, and greater participation in public life.

f. Current inequalities and barriers should be addressed and reduced

In addition to mitigating, avoiding or minimising possible negative impacts, policies and programmes should take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist.

Equality Impact Assessment Template for Schools

g. Policy development should involve widespread consultation

People affected by a policy or programme should be consulted and involved in the design of new policies, and the review of existing ones. Such consultation should be both direct and through representative organisations, and should be based on principles of transparency and accountability. Further, it should involve those who in the past have been excluded or disadvantaged, and who continue to face barriers. Examples of groups to consult with could be the School Council, Parents, Governors etc.

Examples of possible impacts, please note this is not an exhaustive list:

General Issues Include

- a. Accessibility – Parking, signage, buildings, toilets, lifts, information, opening times etc.
- b. Hate crime – racism, homophobia, transphobia, disablism, and religious bigotry.
- c. Translation and Interpretation arrangements – e.g. British Sign Language users, people who have a low level of literacy, speakers / readers of foreign languages.
- d. Elimination of harassment and discrimination – e.g. challenging inappropriate behaviour, less favourable treatment, and use of language linked to protected characteristics.
- e. Monitoring via consultation, complaints, satisfaction and service access or membership.
- f. Cohesion and good relations between different groups - locally and wider e.g. supporting a local charity and a charity abroad.

Staffing Proposals: It is essential that decisions on staffing issues do not leave the Schools vulnerable to equal pay or discrimination claims. The Schools policy is to ensure equality across all departments within its pay and grading process. This means that decisions must promote consistency in structure, job description / qualifications and pay grading.

Children and Families, Carers and Lone Parents Issues Include

- a. Flexibility in service delivery and employment for parents and people with caring responsibilities.
- b. Child friendly arrangements in service delivery and employment.
- c. Supporting children that are carers.

Sexual Orientation Issues Include

- a. Civil Partners – having the same rules, benefits or requirements as married couples.
- b. Discrimination by association – children who have same sex parents, carers or relatives.

Disability Issues Include

- a. Promote positive attitudes towards disabled people.
- b. Encourage participation by disabled people in public life.
- c. Meet the needs of disabled people, even if that means treating disabled people more favourably than non-disabled people.
- d. Providing a “local offer” detailing relevant services available for children with disabilities and / or Special Educational Needs.

Please indicate in the table below how the needs of people who share different protected characteristics were identified, and taken into account in relation to the policy, decision or function.

Equality Impact Assessment Template for Schools

'Issue' Column for each Equality Group, consider the following issues and questions. Insert a new row for each new issue

'How will this be taken into account?' Column evidence of how each issue is taken into account.

'Action' Column for actions that address any issue that is relevant but you are unable to evidence how they are taken into account

Equality Group	Issue	How will this be taken into account?	Action	Date to be actioned by
General Issues				
Age				
Disability, SEN and Carers				
Gender (Sex)				
Human Rights				
Gender Reassignment				
Race (Ethnicity)				
Marriage and Civil Partnership				
Pregnancy and maternity				
Religion or Belief				
Sexual Orientation				
Community Cohesion				
Promoting Health				

3. Publishing the results of the assessment:

The Equality Impact Assessment must be used to inform key decisions on policy and practice. The equality implications must be visible to Governors (or the decision maker), when they make decisions, please attach the Equality Impact Assessment within the Decision documentation.

Curriculum Equality Audit Template And Guidance

Appendix 2

Curriculum Equality Audit for Schools

Schools have a duty under equality legislation to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups within the local community within the teaching and learning curriculum. Each teacher should carry out an equality and cohesion assessment of their curriculum, to ensure:

- There is equality of opportunity to access the curriculum through teaching and learning
- That they are inclusive in the language and representation used
- Promote inclusion and physical activity for disabled students
- Challenge stereotypes, such as gender segregation of subjects (design and technology, home economics, sciences etc)
- Promote community cohesion and a positive image of a diverse community

This checklist prompts questions that can help teachers identify how they could build equalities into the curriculum. Teachers can simply consider the questions below before developing or reviewing their curriculum and lesson planning process. They can use the questions to think about ways quality and cohesion can be built into the teaching and learning programme.

This is not an exhaustive list

Enabling the learner to:	How is (or could) this taken into account	Actions	By Whom and Date
1. Appreciate of the needs of others, insight into the lives of people from different backgrounds.			
2. Respect different points of view, recognising and respecting different viewpoints.			
3. Experience and celebrate cultural diversity			
4. Recognise commonalities shared by people from			

Curriculum Equality Audit Template And Guidance

Enabling the learner to:	How is (or could) this taken into account	Actions	By Whom and Date
diverse and different backgrounds			
5. Appreciate culture in St.Helens.			
6. Recognise and challenge abuses, discrimination and injustice.			

Using the teaching programme to promote	How is (or could) this taken into account	Actions	
1. Accessible lessons: information, signage, class times, school trips, course work examples, etc			
2. The reporting of Hate Incidents; racism, disablism, homophobia, transphobia, religious bigotry			
3. The appropriate use of translation and interpretation.			
4. Positive images of a diverse community: locally, regionally, nationally and internationally.			
5. Can you promote opportunities for the interaction between groups that do not usually get to mix? For example, can you promote activity between students and their equivalents with one of our twin towns? (Chalon, France and			

Curriculum Equality Audit Template And Guidance

Using the teaching programme to promote	How is (or could) this taken into account	Actions	
Stuttgart, Germany)			
6. The challenging of gender, racial, religious, disablist, ageist and homophobic stereotypes i.e. improving attitudes and values by challenging myths and prejudices about what people from particular groups should or shouldn't or can and can't do. <i>(Faith schools can omit examples that deal with sexual orientation and gender reassignment)</i>			
7. An awareness of the support needs for children that are carers			
8. A positive image of Civil Partners – having the same rules, benefits or requirements as married couples			
9. A recognition that people can suffer discrimination by association – e.g. children who have same sex parents, carers or relatives			
10. Positive images and a positive attitudes towards disabled people			