

Annual Equality Report

September 2023

Below is an update of the progress Holy Family has achieved so far, towards reaching each objective of our Equality policy.

Equality Objective One:

To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability or religious beliefs

As a Catholic community, who believe that everyone is made in the image and likeness of God, we ensure all stakeholders; children, staff, families and governors are treated as children of God. We ensure everyone is given the dignity they deserve and their individual needs met.

SEND pupils are very well supported, through good teaching, individual resources used, when appropriate, regular meetings with families, and close monitoring and tracking to inform next steps. Our SENDCO is very experienced. For the last two years, she has not had class responsibilities and this affords her 3 full days to focus on our SEND children.

Children have been supported very well by a full time Learning Mentor who supports children's social, emotional and mental health needs (SEMH). In 2022/23, another learning Mentor position was made available and now the provision has increased to one full time and one part time (0.6).

For the last two years, the Assistant Head has acted as mental health and well-being lead for both pupils and staff. This was a new position that went along with the senior position.

Holy Family has a Safer Recruitment Policy and stands by its procedures.

Equality Objective Two:

To promote spiritual, moral, social and cultural development through equal access to a rich, broad, balanced and relevant curriculum and extra-curricular opportunities

As a faith community Spiritual and Moral development have always been a high priority. Our environment reflects our foundation in faith and relationship with God. This year, we have been afforded the practice of once again worshipping together, as a school, following Covid restrictions. Staff, pupils and families come together at important times in the Liturgical year, to pray and reflect, led by our RE Lead.

The Spiritual and Moral Policy has now been incorporated into our Personal Development Policy, which encompasses our whole package of measures to develop our children, personally.

A Well Being Garden has been designed and built by our Site manager and plans are afoot to allow children and staff to use it regularly. Plans are also in place to work towards the Live Simply Award, which focuses on our responsibilities as children of God to look after our common home; the earth, in solidarity with the poor.

British Values are taught both explicitly and implicitly at Holy Family. The five British values includes *Tolerance of other Faiths and Beliefs*. However, we link this specific value with our equality values and

ensure children are guided and nurtured to be tolerant of all protected characteristics, including gender, race and disability. The ways in which this is mapped out across our curriculum, extra-curricular activities and events has now been made available on our website.

Our pupils offered a broad extra-curricular offer. Clubs are available for all age groups from Reception to Year 6 and offer good variety interests from sport to mindfulness.

Holy Family takes part in many Sport competitions. Assurances are made to open up opportunities for both boys, girls and SEND pupils.

In 2022/23, we marked Disability Awareness Day. Our specific focus was MND. All children watched the CBeebies bedtime story read by Rob Burrow, a high profile MND sufferer. The children then learned about him and his condition, at their appropriate level. Each year, we propose to focus on a different disability.

Equality Objective Three:

To ensure that learners and parents are involved in the provision made by the school

The RSHE policy was re-written in 21/22. Both parents and children were involved in the consultation process, until a final policy was found.

The website and parent app are very comprehensive and parents can access an in-depth bank of information about our curriculum and experiences. Our Twitter page also provides a wealth of mainly visual information and news.

A fresh and detailed newsletter is written every week and made available every Friday, at the end of the school day.

Equality Objective Four:

To tackle prejudice by ensuring that teaching and learning promotes equality, celebrates diversity and promotes community cohesion

As a school, we are tackling prejudice through a variety of ways. Our curriculum actively promotes diversity, inclusion and an exploration of injustice and prejudice. . We have bought into Literacy Tree and our **English Curriculum** is now founded on quality texts. Many of these texts explore key issues such as racism, difference, refuge, disability and identity. Through these books and high quality teaching, children are able to explore these issues in depth, at an age and stage appropriate way.

RSHE – Relationships, Sex and Health Education became compulsory in the last academic year. Therefore, the children are now in their second year of RSHE, which we at Holy Family call **Personal Development**, as curriculum lessons are just one part of our broad Personal Development Offer. PD lessons are taught for one hour each week and areas around respect, diversity, rights, responsibilities and equality laws are all mapped out through our individual Holy Family PD curriculum.

We are continuing to mark **Black History Month**, each October. Last academic year, the children learned all about the story of the Windrush generation and their subsequent experiences of prejudice and injustice. This year, each key phase learned about a different Black person from Britain who has made a significant contribution to Britain, or who had tackled prejudice through a variety of means.

Other areas of the curriculum also celebrate diversity. Through our **RE** lessons, we are continuing to teach the children about other faiths. They are taught about the Jewish faith, every year so their knowledge and understanding is built upon each year. Other world faiths are also taught on a three year cycle. Last year, the children learned about aspects of Hinduism and this year in our final term, they will learn about Sikhism.

This year, we have bought into a new **Music** scheme; Kapow. In some topics, the children have the opportunity to be introduced to music styles beyond those to which they may be more familiar with, particularly non-European music. These include an exploration and celebration of music which may be used during Chinese New Year celebrations, as well as Traditional Indian instruments and South American Samba and Carnival Sounds.

Our Assistant Head has re-written our bespoke **Aspire Programme**, to specifically link it to British Values. It was trialled last year, but has been taught in its entirety this year. Our pupils study the lives inspirational British people, who have made a significant contribution to society either at a national or international level. The British people studied, represent the diversity of our country; including skin colour, gender, sexuality and disability.

Equality Objective Five:

To ensure that within the school budget appropriate funding is provided to underpin this policy.

Appropriate funding to underpin this policy is guaranteed. The Assistant Headteacher has forged links with an independent bookshop, who have been helping us source books that tackle issues around equality and diversity at an appropriate primary level stage. An order has just been made for such books, at a cost of £310.67.

We also purchased from them 18 books to link to our Aspire Programme, at a cost of £9.99 each.