



St. Stephen's School  
and Children's Centre  
*Learning for life*

# Equalities Introduction

**This policy is statutory and will be reviewed annually.**

	<b>Date</b>	<b>By</b>	<b>Role</b>	<b>Ratified</b>	<b>Date</b>
Version 3	June 2020	Janet Patterson James Frecknall	DHT - Nursery & Children's Centre AHT - Equalities	Governing Body	
Version 4	February 2021	Janet Patterson James Frecknall	Nursery DHT Primary AHT	Governing Body	March 2021 (Owing to COVID Lockdowns)
Version 5	February 2022	Janet Patterson James Frecknall	Nursery DHT Primary AHT	Governing Body	

## **Public Sector Equality Duty at St Stephen's**

Welcome to Equalities at the St Stephen's Federation. You will find here information about how the school ensures it meets its Specific Equalities Duties (These are things our school **must** do).

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

### **Protected Characteristics - school must take into account when publishing information**

We are mindful of all protected characteristics when completing our school information and Equality Objectives. We have identified the following characteristics as Priorities after analysing our school data.

- Disability
- Gender
- Race (ethnicity)
- Religion and Belief

### **General Duties**

The three aims of the Public Sector Equality Duty are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

### **Specific Duties**

#### **Publish information - Equalities Information and Analysis (Equalities Policy)**

- Information about our school community
- This is updated annually

#### **Equality Objective - Action Plan**

- Equality Objectives - Actions we will take after analysis of school information.
- This will be updated every 3 years (or less, as deemed appropriate)

All the information and analysis will be from school development plans, evaluations and pupil data - we use the information to improve education for all groups in the school, to plan for the future and include these actions in our Equalities Action Plan, which you will find also published.

### **Cultural Capital**

At St. Stephen's, we recognise that 96% of our children come from a minority ethnic background. The largest three ethnic groupings are: Pakistani, Indian and Bangladeshi. This is over 60% higher than the national figure. As such, Equalities at St. Stephen's is not just about fulfilling the legal requirements as set out in the governmental documentation but is about ensuring all of our pupils understand what it is to grow up in a modern British society, accessing cultural experiences outside their own local community. Our curriculum and vision ensure that our young people know that there is a world beyond East London and our Cultural Capital programme ensures that they can access this.

You will find all the information on the school website in the Policies section. If you are interested in helping us with our equalities duties please contact Neena Lall (HT), Fozia Ramzan (Federated DHT) and Janet Patterson (DHT - Nursery and Children's Centre - Equalities Lead Nursery), or James Frecknall (AHT - Equalities Lead Primary).

We would appreciate your comments and suggestions.