



St Joseph's Catholic Academy

**Equality information and objectives
(Public Sector Equality Scheme
Statement for Publication)**

Public Sector Equality Duty

The Equality Act 2010 replaced all previous discrimination law. It has simplified the law and extends protection from discrimination in some areas.

School and Academies must adhere to the following:

- Protection against discrimination is extended to pupils who are pregnant or who have recently given birth, and pupils who are undergoing gender reassignment;
- It is now unlawful for employers to ask health related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work;
- New positive action provisions will allow schools to target disadvantage experienced by pupils with particular protected characteristics;
- It is now unlawful to victimise a pupil for anything done in relation to the Act by a sibling or parent;
- The Act will extend the reasonable adjustments duty to require schools to provide auxiliary aids and services to disabled pupils;
- The previous specific duties on schools have been combined into the new Public Sector Equality Duties (PSED); and
- There is a requirement to have an Access Plan to improve access for disabled pupils.

Protected Characteristics:

It is unlawful for a school to discriminate by treating individuals less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy/maternity
- Age
- Marriage/civil partnership

Children and young people under the age of 18 have limited protection under the Age characteristic. It is lawful to treat people differently because of their age in circumstances where the law allows, or requires, people to be treated differently because of their age.

St Joseph's Catholic Academy Profile

St Joseph's Catholic Academy is an 11-18 Faith school for boys and girls that receives students with a wide range of physical, educational, emotional and spiritual needs. St Joseph's is an average-sized secondary school. The proportion of students from minority ethnic groups is below average; so too is the proportion who speaks English as an additional language. The proportion of students known to be eligible for the pupil premium (additional funding to support students known to be eligible for free school meals, children of service families or those who are looked after by the local authority) is below average. The proportion of students supported at school action is below average; so too is the proportion supported at school action plus or with a statement of special educational needs.

Data relating to staff characteristics is as at September 2021

Protected Characteristics: Sex

Male	Female
576	640

Protected Characteristic: Religion/Belief

Roman Catholic	Other
613	603

Protected Characteristic: Disability

Pupils with SEN or EHCP	
147	12% of pupils

Protected Characteristic: Race

Race	Y7-11	Y12-13
White British	932	167
White Other	20	3
Bangladeshi	4	0
Indian	12	2
Pakistani	3	2
Asian Other	8	2
Black African	3	1
White & Black African	7	0
Other ethnicity	44	1
Refused to answer	5	0

Protected Characteristic: Staff Pregnancy/Maternity

As of September 2021 – there are no staff members on maternity or pregnant, that we are aware of

Protected Characteristic: Sexual Orientation

No data about the sexual orientation of pupils, parents or staff is collected or held by the school.

Were it to be communicated to the school regarding a pupil, it would be recorded in the child's affective file.

Protected Characteristic: Marriage and Civil Partnership

When information about changes in marital status or home circumstances is communicated to school, it is recorded in SIMS. No data is collated by the school about staff or parents' marital status, apart from names given for home contact and information about whether letters home or reports are to be duplicated and sent to two addresses.

Protected Characteristic: Gender Reassignment

No data is collected by the school about gender reassignment and the pupil or staff population.

Staff by Occupational Group and Gender

Where employees hold more than one contract with the School they have only been included once in the figures below in the post in which they have more contracted hours.

Occupational Group	Male	Female
Leadership	50%	50%
Teaching	39%	61%
Teaching Assistant	0%	100%
Support Staff	21%	79%

Staff with Disability

Staff with Disability	
4	3%

Staff by Religion

Religion	Number of Staff
Buddhism	1
Christian	21
Church of England	27
Methodist	2
Muslim	1
No Religion	28
Not Collected	18
Protestant	2
Roman Catholic	52

Staff by Ethnicity

Ethnicity	Number of Staff
Asian or Asian British, Any other Asian Background	1
Asian or Asian British, Bangladeshi	1
Did not wish to be recorded	1
Mixed, White and Black African	1
Not Obtained	7
Mixed, White and Black Caribbean	1
White, any other White Background	4
White, British	135

Collecting and analysing equality information for pupils at St Joseph's Catholic Academy

St Joseph's Catholic Academy is an inclusive school and we aim to use the curriculum and learning to encourage all individuals to fulfil his potential. We collect and analyse the following equality information for our pupils:

- Attainment levels;
- Attendance levels;
- Exclusions (internal and external);
- Participation in extra-curricular activities & school visits; and
- Behaviour incidents (Including Racist Incidents).

Collecting and analysing equality information regarding employment and Governance at the St Joseph's Catholic Academy

St Joseph's Catholic Academy is committed to providing a working environment free from discrimination, victimisation and harassment where staff are valued for their ability and skill to provide the best opportunities for pupils. We aim to recruit an appropriately qualified workforce that is representative of all sectors of the community in which we work. We collect the following profile information for our staff:

- Applicants for employment;
- Staff profile;
- Attendance on staff training events;
- Disciplinary and grievance cases; and
- Performance Management.

Equality Objectives

The following equality Objectives have been identified:

- to increase understanding between religious and ethnic groups;
- to promote British Values and implement the Prevent Duty; and
- to anticipate the needs of incoming pupils including as traveller children, disabled Children and children with English as an Additional Language.

Review

Equality information will be updated annually and published on the Academy web site. Progress against Equality Objectives will be reviewed by the Local Governing Body annually and updated every 4 years.