Public Sector Equalities Duty Statement

'It is not enough to love the young; they must know that they are loved' St John Bosco

St Joseph's Catholic Primary School is fully committed to equality of opportunity in all areas of school life for students and staff. This includes us actively focusing on those with protected characteristics including;

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex

This is actively lived out within our Catholic ethos to ensure we recognise that "all are made in the image and likeness of God" and we look to celebrate and achieve everyone individuals 'gifts and talents'.

The Equalities Policy is published on the website and held by Bosco Catholic Education Trust to ensure consistency across the schools within the trust.

School leaders and the local governing committee will review annually the effectiveness of this policy and practice in the following ways;

- Evaluation of pupil progress within protected groups
- Analysis of attendance and exclusion data
- Review of strategies to support academic, pastoral and extra-curricular development
- Evidence of student and staff voice
- Analysis of any complaints from those within protected groups

Each year this evaluation will be presented to the Local Governing Committee and submitted to the Trust Board. Any concerns within this area should be reported to a member of the leadership team or the local governing committee.