**This should be read in conjunction with St Raphael’s Equality Policy and St Raphael’s Equality Scheme.**

St Raphael’s Catholic Primary School was founded by and is part of the Catholic Church. The school is to be conducted as a Catholic school in accordance with Cannon Law and the teachings of the Roman Catholic Church and in accordance with the Trust Deed of the Diocese of Shrewsbury.

Our school is committed to equality both as an employer and a service-provider:

* We try to ensure that everyone is treated fairly and with respect.
* We want to make sure that our school is a safe, secure and stimulating place for everyone.
* We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
* We recognise that for some pupils extra support is needed to help them to achieve and be successful.
* We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
* We aim to ensure that no-one experiences harassment, less favourable treatment or discrimination.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We welcome the emphasis in the OfSTED inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

* pupils from certain cultural and ethnic backgrounds
* pupils who belong to low-income households and pupils known to be eligible for free school meals
* pupils who are disabled
* pupils who have special educational needs
* boys in certain subjects, and girls in certain other subjects
* Pupils with EHWB/Mental health needs .

In addition to this short statement, we also have a full school policy statement on equality. Please ask for a copy if you would like to see it.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

* **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
* **Advance equality of opportunity** between people who share aprotected characteristic and people who do not share it
* **Foster good relations** between people who share a protectedcharacteristic and people who do not share it.

**Part 1: Information about the pupil population**

Number of pupils on roll at the school: 218

**Information on pupils by protected characteristics**

The Equality Act protects people from discrimination on the basis of ‘protected characteristics’. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

**Disability**

The Equality Act defines disability as when a person has a ‘physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities.’

The Headteacher’s Termly Data Report to Governors provides statistics in relation to SEND, FSM, EAL, CfC Behaviour and Attendance.