

PUBLIC SECTOR EQUALITY STATEMENT

BLESSED HUGH FARINGDON SCHOOL

Welcome to Equalities at Blessed Hugh Faringdon School.

The catechism of the Catholic Church, together with legislation, is foundational in this regard:

Clause 1929 Social justice can be obtained only in respecting the transcendent dignity of men and women. The person represents the ultimate end of society, which is ordered to him or her [Pope John Paul II]:

What is at stake is the dignity of the human person, whose defence and promotion have been entrusted to us by the Creator, and to whom the men and women at every moment of history are strictly and responsibly in debt

Clause 1930 Respect for the human person entails respect for the rights that flow from her dignity as a creature. These rights are prior to society and must be recognized by it. They are the basis of the moral legitimacy of every authority: by flouting them, or refusing to recognise them in its positive legislation, a society undermines its own moral legitimacy [Pope John XXIII]. If it does not respect them, authority can rely only on force or violence to obtain obedience from its subjects. It is the Church's role to remind men of good will of these rights and to distinguish them from unwarranted or false claims.

Clause 1931 Respect for the human person proceeds by way of respect for the principle that "everyone should look upon his/her neighbour (without any exception) as 'another self,' above all bearing in mind his life and the means necessary for living it with dignity [Gaudium et Spes, 27]. No legislation could by itself do away with the fears, prejudices, and attitudes of pride and selfishness which obstruct the establishment of truly fraternal societies. Such behaviour will cease only through the charity that finds in every man a "neighbour," a brother or sister.

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 considered. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics

1. Age
2. Disability
3. Sex (gender)
4. Race (ethnicity)
5. Pregnancy and Maternity
6. Religion and Belief
7. Sexual Orientation
8. Transgender
9. Marriage and Civil Partnership

10. The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are to:

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

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. Publish information
2. Set Equality Objectives

- **Equality Objectives** – Actions we will take after careful thought.

Much of the information and analysis will relate to the school improvement plan, evaluations and student data – we intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and less well so we can plan and improve.

A lot of this information is already being used by the school to develop the school and improve what we are doing. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find also published here.

This information is meant to be clear and simple. If you have any problem with the way we have written it and can think of a way we can make the information clearer please let us know. You may contact Mrs J. Wiltshire [j.wiltshire@hughfaringdon.org]