

St. Monica's Catholic Primary School



‘Let Trust, Respect and Love live
here.’

Equality Policy

Adopted:- Summer '24
Review:- Summer '27

Equality Policy

1. Introduction

As a result of the Equality Act 2010, this policy amalgamates all the equalities legislation into one Equality Policy for our School.

2. Principles

The policy outlines the commitment of the staff and governors at the school to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. Equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

3. Objectives

Our School is committed to meeting its obligations under the Public Sector Equality Duty ('PSED').

Our Equality Objectives for the period 2024 - 2027 are as follows:

- To effectively support children so that measurable progress is made by all, including those in vulnerable groups.
- To ensure that the school environment is as accessible as possible to pupils, staff and visitors.
- To positively tackle prejudice and promote understanding in relation to any member of our school community and the wider community who has a disability.
- To ensure that all pupils are given similar opportunities with regards to after school clubs and activities.
- To allow equal access to information for all parents/carers
- To promote cultural development and understanding through a rich range of experiences, both in and beyond the school.

4. Monitoring and review

It is the Headteacher's role to implement the Equality Policy and they are supported by the Governing Body in doing so. The Headteacher will provide updates on equalities legislation and the school's responsibilities in this regard and positively support the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g. SEN, Children Looked After, Minority Ethnic including Traveller and EAL pupils and economically disadvantaged pupils, in the following recommended areas:

- pupils' progress and attainment
- behaviour discipline and exclusions

- attendance
- admissions
- incidents of prejudice related bullying and all forms of bullying
- participation in extra-curricular and extended school activities

5. Roles and Responsibilities

The governing body will:

- Ensure that the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication.
- Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the school's Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the governing board.
- Proactively recruit high-quality applicants from under-represented groups for both the school staffing team and the governing body.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of and comply with the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

The School will:

- Ensure staff are aware of their responsibilities, given necessary training and support and report progress to the governing body.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff and governor recruitment, retention and development and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies and in the review of existing ones.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation in the public life of everyone, regardless of any protected characteristic.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.

Staff will:

- Be mindful of any incidents of harassment or bullying in the school.
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture and report this to the senior leadership team.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member.
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values.
- Report any incidences of bullying, harassment, bias or stereotyping, whether to themselves or to others, to the Headteacher or to another member of staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

6. Promoting Equality Objectives

Teaching and learning:

Our School aims to provide all pupils with the opportunity to succeed. To achieve this, we will ensure:

- curriculum planning reflects a commitment to equality; preparing pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school.
- there will be opportunities in the curriculum to explore concepts and issues related to identity and equality.
- the promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs.
- the use of images and materials which positively reflect a range of cultures, identities and lifestyles.

Achievement:

Our School has consistently high expectations of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity and outcomes.
- it is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement.
- a range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- regular assessment is carried out and analysis of outcomes is used to identify and counter underachievement of individuals and groups of vulnerable pupils.

The social, moral and spiritual ethos and culture of the school:

At our School, we are aware that those involved in the leadership of the school are instrumental in demonstrating mutual respect between all members of the school community.

- we strive to achieve a feeling of openness and tolerance which welcomes everyone to the school.
- the displays around the school reflect diversity across all aspects of equality and are frequently monitored.
- reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities).
- provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities.
- pupils' views are actively encouraged and respected. Pupils are given an effective voice through the School Council and Pupil Voice and there are regular opportunities to engage with pupils about their learning and the life of the school.
- positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included.

Medical needs:

At our School, we make arrangements for supporting pupils with medical conditions. To ensure pupils have access to their education, physical education and school trips the school implements a number of arrangements:

- school staff have a clear understanding of a pupil's medical conditions in their care.
- pupils have an individual health care plan in place detailing their support and what to do in an emergency.
- school staff have training to be competent in supporting a pupil's medical needs.
- the school liaises with qualified healthcare professionals for advice and guidance.
- school staff carry out risk assessments for day or residential trips.

Staff and governor recruitment and professional development:

- all those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and to ensure equality of opportunity and outcomes.
- steps are taken to encourage people from under-represented groups to apply for positions at all levels of the school.
- access to opportunities for professional development is monitored on equality grounds.

- employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Countering and challenging harassment and bullying:

- the school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors.
- staff, parents and pupils are encouraged to report any incidents of bias or stereotyping to the school leadership team.
- the school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents.
- the school reports to Governors on a termly basis the number of prejudice related incidents recorded in the school.

Partnerships with parents/carers and the wider community:

Our School aims to work in partnership with parents/carers. We:

- take action to ensure all parents/carers are encouraged to participate in the life of the school.
- maintain good channels of communication, e.g. through parent surveys, to ensure parents' views are captured to inform practice.
- encourage members of the local community to join in school activities and celebrations.
- ensure that the parents/carers of newly arrived pupils e.g. EAL, Traveller or pupils with disabilities are made to feel welcome.

Responsibility for the policy

The Governing Body has responsibility for ensuring that the school complies with all equalities legislation relevant to the school community. It also must ensure the policy is maintained and updated regularly and that equality objectives are easily identifiable within the School Development Plan and available on our School's website.

The Governing Body will have an overview on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and senior leadership team has responsibility for providing leadership and vision in respect of equality. They will oversee the implementation of the Equality Policy and objectives and ensure that staff are aware of their responsibilities and are given relevant training and support.

All School staff have responsibility for the implementation of the School's equalities policy and schemes, dealing with incidents of discrimination and knowing how to

identify and challenge bias and stereotyping. All staff must ensure they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation.