



Equality Policy

Holy Family Catholic Primary School
&
Our Lady and St Joseph Primary School

Our schools have a strong Catholic ethos which underpins everything we do. Knowing we are guided by God, we aspire to live our mission of truth, honesty, justice, and peace for all. Catholic Social Teaching permeates through our curriculum, interactions, and relationships.
This is all manifested through God, Love and Family

Our vision is to empower children to become architects of a better world.

We therefore continuously seek to evolve our holistic understanding and application of learning.

We hold a shared belief that this requires knowledge, effort, empathy, passion, and innovation.

This is our mission.

Equality Policy

The governing body is fully committed to the establishment of an effective and meaningful equal opportunities policy which applies to the appointment, development, training, and promotion of staff and to all dealings with pupils and parents at the school. Our mission is to promote a socially cohesive learning community.

We work with the strong advantages of a diverse intake of children. We have a particular responsibility to ensure a positive, cohesive climate in the school and community we serve.

We value every member of our school community, nurture self-esteem and encourage caring and good-humoured relationships.

We aim to treat all people equally.

We aim to maximise the educational progression of each child.

Our school should be a place where adults and children of all ages, cultures, ethnicity, religion, abilities, family circumstances, sexual orientation, linguistic background, gender and support needs will find safety and respect for themselves and their families.

We recognise that equal opportunities for pupils are inextricably linked with equal opportunities for staff. The adults in the school act as role models for pupils and are more likely to promote equal opportunities for pupils if they experience these opportunities themselves.

The governing body and school leaders will always operate within the requirements of anti-discriminatory legislation. In addition, they will positively promote equality of opportunity in all their decisions.

Introduction

This Equal Opportunities Policy extends to adults: staff, parents, and carers.

This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Aims and objectives

We aim to act positively and have due regard to the need to challenge and eliminate unlawful discrimination – within both our school and our community.

We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, level of educational need or background.

We aim to promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.

We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.

We aim to ensure that all recruitment, employment, promotion, and training processes are fair to all, and provide opportunities for everyone.

We aim to challenge personal prejudice and stereotypical views whenever they occur.

We value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.

We are aware that prejudice and stereotyping are often caused by poor self-image and aware of the relationship between that and ignorance. Through positive educational experiences, and support for everyone's legitimate point of view, we aim to promote positive social attitudes and respect for all.

Racial equality

In our school we will:

strive to eliminate all forms of racism and racial discrimination; promote equality of opportunity, regardless of race, ethnicity, or religion; promote good relations between people of different racial and ethnic groups.

seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures.

We endeavour to make our school and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values, and respect that we have for minority ethnic groups. So, for example, in the curriculum topic on religious festivals, the children learn the importance of Diwali to Hindus and Sikhs.

Disability non-discrimination

Some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.

The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning.

Teachers modify teaching and learning as appropriate for children with disabilities. For example, they may give additional time to complete certain activities, ensure access, modify teaching materials, or offer alternative activities if children are unable to manipulate tools or equipment.

Our School has a full Accessibility Policy (see Accessibility policy) and ongoing Action plan which is reviewed regularly which states:

We are committed to providing an accessible environment which values and includes all pupils, staff, parents, and visitors regardless of their educational, physical, sensory, social, spiritual, emotional, and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance, and inclusion.

Our school plans, over time, to ensure the accessibility of provision for all pupils, staff, and visitors to the school.

Gender equality

We recognise that nationally, there is an unacceptable discrepancy in the achievement of boys and girls. We are committed to seeing all individuals and groups of pupils making the best progress possible in our school.

We have put in place several measures to raise the achievement of the boys, in literacy. These may include:

ensuring that early literacy skills are promoted in all activities in the Early Years Foundation Stage.

ensuring that the starting points for writing activities capture the interests and imagination of boys and girls alike.

removing gender bias from our resources and ensuring, for example, that fiction books capture boys' interest.

employing a variety of activities and include a kinesthetic element.

making sure that our school environment promotes positive male role models, in relation to learning and achievement.
minimising male stereotyping.
providing challenge, competition, and short-term goals.
valuing and celebrating academic achievement in ways which will motivate boys.

If our analysis of pupils' attainment data indicates areas where girls achieve less well than boys, for example in mathematics or science, we will take measures to address this discrepancy. These may include:

- ensuring that boys do not dominate certain lessons, for example by answering the teacher's questions more readily.
- ensuring that mathematical and scientific subject matter is relevant to real life situations and problems.
- beginning lessons by clarifying the learning intentions, and giving the 'big picture';
- minimising female stereotyping and learning about female role models, for example, in the realms of science, technology and sport.
- using praise and celebration of girls' achievements in those areas where they may traditionally achieve less well than boys.

We realise that although gender is one of the key factors affecting educational performance, it affects different sub-groups of boys and girls in different ways. Social class, ethnic origin and local context are all strongly linked to the relative achievement of boys and girls. We also seek to ensure that policies designed to improve the attainment of one gender group does not do so at the expense of the other.

The role of the class teacher

Class teachers recognise the possibility of their own prejudices but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls. All staff ensure that the language they use does not reinforce stereotypes or prejudice.

We seek to implement this policy when designing schemes of work, both in our choice of topics to study, and in how we approach sensitive issues. So, for example, history topics include examples of the significant contributions women have made in this country's history.

All our teachers and support staff challenge any incidents of prejudice or racism. This is escalated directly to SMT in accordance with our behaviour policy.

The role of the Headteacher

It is the Headteacher's role to:

- ensure that the school's policy on Equal Opportunities is implemented effectively.
- ensure that all staff are aware of the school policy on Equal Opportunities, and that teachers apply these guidelines fairly in all situations.
- ensure that all appointments panels give due regard to this policy, so that no one is discriminated against.
- promote the principle of equal opportunity when developing the curriculum for pupils, and in providing opportunities for professional development for staff.
- promote respect for other people in all aspects of school life; in school assemblies, for example, respect for other people is a regular theme, as it is also in displays around the school.
- manage all incidents of unfair treatment, and any racist incidents, with due seriousness, and in line with this policy.

The role of governors

In this policy statement, the governing body has set out its commitment to equal opportunities and accessibility, and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.

The governing body collects, analyses, and evaluates a range of school data. We check that all pupils are making the best possible progress and that no group of pupils is underachieving. To do this we monitor

- admissions.
- attainment.
- exclusions.
- rewards and sanctions.
- parents' and pupils' questionnaires.

The governing body seeks to ensure that people from the 'protected groups' as defined by The Equality Act 2010 (see section 1.2 above) are not discriminated against when applying for jobs at our school. The governors welcome all applications to join the school, whatever background or minority group a child may come from.

The governors take all reasonable steps to ensure that the school environment properly accommodates people with disabilities.

The governing body ensures that no child is discriminated against whilst in our school on account of their gender, religion, or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion has a bearing on school uniform, then the school will deal with each case sensitively, and with respect for the child's cultural traditions.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this policy.

The governors will therefore:

- monitor the progress of pupils from minority groups, comparing it with the progress made by other pupils in the school.
- monitor the staff appointment process, so that no one applying for a post at this school is discriminated against.
- require the Headteacher to report to governors termly through Headteacher report.
- take into serious consideration any complaints from parents/carers, staff, or pupils regarding equal opportunity.
- monitor the school's Behaviour Policy, and the numbers of
- exclusions, to make sure that pupils from minority groups are not unfairly treated.

Date approved: Spring 2022

Date of next review: Spring 2023