

ST. JOSEPH'S



**St. Joseph's Catholic Primary School**  
*"Learning and Growing Together in the Light of God's Love"*

## Equality Policy

**Effective Date:** March 23

**Next Review Due:** March 26

**Description of the School and Mission:**

St Joseph's is a voluntary aided Catholic primary school which, as part of the Catholic community, aims to provide an excellent primary education where children are prepared for a life animated by Christian values. St. Joseph's is a one form entry, co-educational primary school catering for children of mixed ability aged from four to eleven.

**School Mission Statement:**

*"Learning and Growing Together in the Light of God's Love"*

*At St Joseph's Catholic Primary School...*

We cherish the uniqueness of all individuals.

We aim to create a learning climate which promotes the development of the whole child and engenders a love for learning and excellence, so that within the framework of a broad and balanced curriculum, all may realize their potential.

We proclaim the Gospel values in the ways in which we love ourselves and others.

Worship, prayer and our relationship with God are at the heart of school life.

We embrace our role in the wider community and seek to bear witness to our Catholic Faith in all that we do.

**Policy Formation:**

This document meets the requirements under the following legislation:

The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination; The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives. This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

**Dissemination of the policy:**

A copy of the policy is given to all new members of staff on their induction. An electronic copy is available on the school system and a hard copy is housed in the policy file in the staffroom. The policy is available on the school website and paper copies are available to parents on request.

**Procedure for Monitoring and Evaluation:**

The implementation of this policy is monitored by Headteacher and the Governing Body.

**Chair of Governor's Signature:**

**Date:**

## 1. Aims

Our school aims:

To follow the principles of our Catholic Faith in order to prepare the children to become positive and caring members of our society with a moral responsibility towards each other.

To encourage an awareness of God's Presence in each other.

To help each individual acquire the knowledge and skills necessary for the next stage of education.

To provide a structured and well-balanced curriculum which will enable all pupils to progress at a desirable rate within their ability range and strive to enable them to reach their full potential.

To develop an orderly atmosphere, where industry, self-discipline and an acceptable level of independence are expected.

To foster home, school and parish links.

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

## 3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings – and staff receive appropriate training.

#### **5. Advancing equality of opportunity**

We are committed to the principles of community cohesion. Within our curriculum and in the breadth of our activities both within and outside the school, we explore diversity and celebrate commonality.

We aim to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explores and addresses issues of diversity.
- highest possible standards.

Through the Equality Policy, we seek to ensure that no pupils, staff, parents, guardians or carers or any other person who has contact with the school receives unequal treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010).

At St Joseph's we include ethnicity and language with the above legally-protected characteristics. The principles of this policy apply to all members of the extended school community: pupils, staff, governors, parents and community members. As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. children who speak another home language)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school clubs and activities)
- In fulfilling this aspect of the duty, the school will:
- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, the School Council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **9. Monitoring arrangements**

Responsibility for overseeing and monitoring equality practices in the school lies with the Headteacher and the Chair of Governors. Any pattern of inequality found as a result of this monitoring will be used to inform future planning and decision-making. This document will be reviewed by the governing body at least every 3 years.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Home School Agreement