

ST. JOSEPH'S



CATHOLIC PRIMARY
SCHOOL

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

Equality Policy

Effective Date:

March 17

Next Review Due:

March 18

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 policy has regard to the Equality Act 2010. It was developed using the Babcock 4S guidance "Implementing the Equality Act (2010) and Developing the Single Equality Scheme in Surrey Schools" and "Equality Act 2010 – Guidance for Catholic Schools" (Catholic Education Service) It was originally formulated collaboratively with The Dorking Schools' Partnership.

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:

Teaching, as a 'work of love', requires a radical commitment and service from all teachers, whatever their faith and whatever point they have reached on their spiritual journey:

"The Church looks upon you as co-workers with an important measure of shared responsibility...

To you, it is given to create the future and give it direction by offering to your students a set of values with which to assess their newly discovered knowledge...The changing times demand that educators be open to new cultural influences and interpret them for young pupils in the light of Christian faith. You are called to bring professional competence and a high standard of excellence to your teaching...But your responsibilities make demands on you that go far beyond the need for professional skills and competence... Through you, as through a clear window on a sunny day, students must come to see and know the richness and joy of a life lived in accordance with Christ's teaching, in response to his challenging demands. To teach means not only to impart what we know, but also to reveal who we are by living what we believe. It is this latter lesson which tends to last the longest". (*Christ at the Centre –A summary of why the Church provides Catholic Schools – Birmingham Diocesan Schools' Commission*)

Safeguarding:

The Governing Body and Staff of St Joseph's School are committed to safeguarding children and take their responsibility for this very seriously. In conjunction with this policy the reader is encouraged to read the Safeguarding and Child Protection Policy.

Policy Introduction

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers gender, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment and the school statutory duty to produce a Single Equality Scheme from April 2012.

Our Approach to Promoting Equality

At St Joseph's we aim to provide equality and excellence for all in order to promote the highest possible standards. Our Mission Statement (see front page) guides our daily lives and characterises our distinctiveness.

The core values on which the policy is based include:

- a culture of respect for others
- promoting equality by recognising and celebrating differences between people
- a community where pupils are well prepared for life in a diverse society

Through the Equality Policy, we seek to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) i.e. gender, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment. At St Joseph's, recognising the diversity of our school population, we also include ethnicity and languages 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.

The School's Equality Policy provides a framework to pursue its equality duties in regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- foster good relations and positive attitudes between all characteristics and different groups in all of its activities.

A Cohesive Community

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

Roles and Responsibilities

The Governing Body is responsible for:

- making sure the school complies with current equality legislation
- making sure that this policy and its procedures are followed

The Headteacher is responsible for:

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, as necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- modeling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

Pupils are responsible for:

- supporting the schools equality ethos
- sharing concerns or issues with a member of staff
- keeping equality and diversity issues on the School Council agenda, through a shared input with staff in developing policies relating to this area. This may include
 - contributing to the anti-bullying policy, in particular in relation to racist and homophobic bullying
 - developing school/class rules which challenge discriminatory behaviour

Parents/Carers are responsible for:

- supporting the schools equality ethos
- sharing concerns or issues with senior staff
- keeping equality and diversity issues on the Friends of St Joseph's agenda, through a shared input with staff on developing policies relating to this area. This may include:
 - supporting the school's policies on behaviour management and anti-bullying, specifically with regard to racist and homophobic bullying
 - ensuring the above, which is explicit within our Home School Agreement, is discussed with children and signed by each parent/carer

Visitors and contractors are responsible for:

- following our expectations regarding equality.

Responsibility for overseeing and monitoring equality practices in the school lies with a named member of staff and governor. They are the Head Teacher and the Chair of Governors. Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled pupils etc.)
- Monitoring exclusions
- To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement

Monitoring, Reviewing and Assessing Impact

This Equality Policy is supported by a Single Equality Scheme. It is linked to the school development plan and includes targets determined by the governing body for promoting equality.

As part of the regular schedule for monitoring policies and other aspects of school life, this policy and the related scheme will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of this monitoring will be used to inform future planning and decision-making. The Headteacher provides monitoring reports in the Head teacher's report to Governors on a termly basis.

This policy provides a framework within which all other school policies are implemented.