



# St. Joseph's Catholic Primary School

## Equality Policy

<b>Approved by:</b>	Governing Body	<b>Date:</b> July 2009
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## **Overarching statement**

St. Joseph's Catholic Primary School respects human rights and pledges to provide equal opportunities for all its pupils, staff and other members of the school community. This is in accordance with our mission statement, Christian ethos and our statutory obligations.

'Love, Learn, Believe.'

"The Church repudiates as foreign to the mind of Christ, any discrimination against people or any harassment of them on the basis of their race, colour, condition in life or religion" (*Nosta Aetate, Oct 1965*)

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

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

## **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 2 years
- Delegate responsibility for monitoring the effectiveness of the policy on a daily basis to the Headteacher

The school has an equality link governor: They will:

- Meet with the designated member of staff for equality twice a year, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure that they are familiar with all relevant legislation and the contents of this document

- Attend appropriate Equality and Diversity training
- Champion Diversity and Equality across the school community
- Monitor compliance with both the overarching policy and the individual equality plans
- Feedback to Governors annually

The Headteacher will:

- Promote knowledge and understanding of the equality objectives among pupils, staff and the wider community
- Ensure that Equality Policy and procedures are followed
- Take appropriate action in cases of harassment and discrimination, including racist bullying, homophobic bullying and bullying related to gender or disability
- Deal with reports of hate-incidents
- Monitor success of policy and report back to governors
- Meet with the equality link governor twice per year to raise and discuss any issues
- Identify any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the Equality Objectives.

All staff will:

- Be able to recognise and tackle bias and stereotyping
- Promote equal opportunities
- Avoid discrimination against anyone for reasons of ethnicity, disability or gender
- Deal with racist, homophobic and other hate-incidents
- Take up training and learning opportunities

### **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. Where this has been discussed during a meeting it is recorded in the meeting minutes. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every two years. The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

### **Dealing with Racist, Homophobic or other Hate related incidences**

If a child is alleged to have used racial abuse or a racist term towards another child, staff member or visitor, the following procedure will be undertaken:

- The incident will be recorded on My Concern in the first instance
- The person reporting must notify the Headteacher immediately
- The incident will then be promptly investigated by the Headteacher or Deputy Headteacher and a report made in the Racial Incident folder

Depending on the outcome of the investigation, the following courses of action may be taken:

- Discussion with child/ren which enables child/ren to understand the seriousness of their actions
- Inclusion of work with class e.g during assemblies, circle time etc
- Sanctions (Consequences)
- Letter to Parent/s
- Meeting with Parent/s
- Possible fixed term exclusion

Disciplinary action will be taken if any staff are perpetrators of racist, homophobic or other hate related incidents. This will follow agreed disciplinary procedures.

Any parent or visitor to the school involved in racist, homophobic or other hate related incidents will be informed in writing that this is unacceptable and that legal action may be taken. St. Joseph's Catholic Primary School has a Zero Tolerance Policy. This could lead to the person being banned from the premises. The police will be informed of any racial harassment towards a member of staff.

Race incident data will be collated and reported at full Governing Body meetings.

### **Advancing Equality of Opportunity**

As set out in the DfE guidance on the Equality Act, St. Joseph's Catholic Primary School aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people who are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- 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)

In fulfilling this aspect of the duty, St. Joseph's Catholic Primary School will:

- Publish relevant attainment data
- Analyse attainment data to determine strengths and areas for improvement – analysis will focus on race, faith and religion, gender, disability and socio-economic backgrounds
- Make evidence available identifying improvements for specific groups
- Publish data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **Fostering good relations**

St. Joseph's Catholic Primary 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 if the need arises. The school will also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

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

St. Joseph's Catholic Primary School ensures that 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

## **Equality Objectives**

- Ensure Equality of Opportunity and Participation  
The school will ensure that:
  - All staff are aware of the Equality Policy
  - Pupil achievement is monitored by race, gender and disability and any trends or patterns in the data that may require additional action to narrow the gap are addressed
  - Inclusivity ensures that all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the Pupil Chaplaincy, Playground Leadership, Pupil

- Monitors, Collective Worship Class Assemblies, fund raising activities etc.
- Disability does not stop children taking part in all aspects of the curriculum including educational visits and school journeys, lunchtime activities and PE (including swimming)
  - Early Morning Drop-Off Club and Junior Adventures After School provision take into account pupil needs and access issues and children attending reflect the diversity of the school population in terms of race, gender, disability and socio-economic status
  - Stakeholders will continue to be involved in the future development of the Equality Policy
- Promoting Positive Attitudes and Meeting Needs  
The school will:
    - Promote positive images which reflect the diversity of the school community in terms of race, gender, sexual orientation and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor displays
    - Provide means for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities
    - Provide extended services, with opportunities for pupils, families and the wider community to take part in activities and receive services which build positive interaction and achievement for all groups
    - Support children with any needs in the period of transition between primary and secondary school to ease the stress of moving and increase familiarity with new surroundings
    - Help children to understand others and value diversity;
    - Promote shared values, awareness of human rights and how to apply and defend them
  - Challenge All Discrimination  
The school will:
    - Support staff to challenge and address bullying that is based on a protected characteristic
    - Keep records and report how incidents are dealt with to the Governing Body twice a year
    - Review approach to race, gender and disability whenever it reviews its policy on Behaviour, SEND and Anti-Bullying

### **Monitoring arrangements**

This document will be reviewed by the Governing Body at least every 2 years and will be approved by the full Governing Body.