



St. Joseph's Catholic Primary School

Equality Policy

Approved by:	Governing Body	Date: January 2019
Last reviewed on:	January 2019	
Next review due by:	April 2021	

In line with its legal obligations under the

- Race Equality Act 2000
- Disability Act 2005 and Disability Equality Duty 2006
- Gender Equality Act 2007

the Governors created its Equality Scheme, consisting of an overarching Statement and individual Equality Plans for Race, Disability and Gender.

Overarching statement

St Joseph's respects the 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*)

Roles and Responsibilities

All Governors are responsible for:

- Making sure the school complies with the relevant equality legislation.
- Making sure the school Equality Scheme and its procedures are followed.

Specific Governors:

The Governors of the school take these responsibilities very seriously and plan to appoint a Governor with special responsibility for Diversity and Equality issues.

Their role will be to:

- Champion Diversity and Equality across the school community.
- Monitor compliance with both the overarching policy and the individual equality plans.
- Provide a report on these issues to Governors annually.

The Headteacher is responsible for:

- Making sure the school Equality Scheme and its procedures are followed.
- Making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them.
- Producing regular information for staff and governors about the plans and how they are working.
- 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, including racist bullying, homophobic bullying and bullying related to gender or disability.
- Dealing with reports of hate-incidents.

All staff are responsible for:

- Dealing with racist, homophobic and other hate-incidents.
- Being able to recognise and tackle bias and stereotyping.
- Promoting equal opportunities and good race relations.
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender.
- Keeping up to date with the law on discrimination.
- Taking up training and learning opportunities.

Visitors and contractors are responsible for:

- Knowing, and following, our Equality Scheme.

This Scheme was agreed and adopted at a meeting of the full governing body on 30 April 2014.

The scheme was re-adopted in January 2019.

Race Equality Plan 2019

Action Plan to address the general duty to promote race equality

	Action Required	New since 2010 Next steps	By whom
1. Promote equality of opportunity	<p>a) ensure all children have equal access to all areas of curriculum and extra curricular activities.</p> <p>b) ensure all staff undertake appropriate training to ensure they are fully aware of their obligations under the law.</p>		Headteacher supported by all staff, governors and other members of the school community.
2. Identify and eliminate any unlawful discrimination or racial harassment	<p>a) Comply with local authority procedures for reporting incidents.</p> <p>b) Implement other supporting policies or procedures where applicable.</p> <p>c) Ensure appropriate monitoring systems are in place.</p>	<p>Termly reports are made to governing body and LA monitoring is completed rigorously.</p> <p>Much more rigorous examination of achievement of groups ensures no child is not making progress due to race or ethnicity issues.</p>	Headteacher supported by all staff, and by the appointed diversity governors
3. Promote good relations between different ethnic groups	<p>a) Ensure all areas of the curriculum include respect for the beliefs and traditions of all ethnic and socially diverse groups.</p>	<p>Work to integrate Polish community very effective in terms of attendance of parents at meetings, compliance with school expectations and our understanding of needs of other groups.</p>	Headteacher supported by all staff, governors and other members of the school community.

Disability Equality plan 2019

Action Plan to address the general duty to promote disability equality

	Action Required	New since 2010 Next steps	By whom
1. Identify what St Joseph's School needs to do to meet the needs of disabled people.	<p>a) The governing body will conduct a thorough review in the Spring term 2010 to assess accessibility to premises and curriculum. The review will consider physical access to the premises and make recommendations to the full Governing Body regarding any work that needs to be undertaken to improve access for disabled children, staff and visitors.</p> <p>b) The views and concerns of disabled people will be included in the review.</p>	<p>Complete wi-fi access. All external doors, bar one, disability width and increasing number powered entry.</p> <p>Sound systems now in six classes.</p> <p>Infant playground resurfaced to give safe flat surface.</p> <p>Visual impairment and autism strengths developed throughout school.</p>	The review will be undertaken by the appointed diversity governors.
2. Promote equality of opportunity	<p>a) continue to ensure all children have equal access to all areas of curriculum and extracurricular activities.</p> <p>b) ensure all staff undertake appropriate training to ensure they are fully aware of their obligations under the law.</p>		Headteacher supported by all staff, governors and other members of the school community.

<p>3. Identify and eliminate any Unlawful discrimination or harassment</p>	<p>a) Ensure appropriate monitoring systems are in place.</p> <p>b) Implement other supporting policies or procedures where applicable.</p>	<p>SEN system for allocation of places fully adopted. Children with identified SENDD achieving well.</p>	<p>Headteacher supported by all staff, and by the appointed diversity governors</p>
<p>4. Promote positive attitudes to disability and encourage participation by disabled people</p>	<p>a) Ensure all areas of the curriculum include opportunities for disabled people to participate.</p>	<p>Key issue for Project 2015 goal and good progress being made.</p>	<p>Headteacher supported by all staff, governors and other members of the school community.</p>

Gender Equality plan 2019

Action Plan to address the general duty to promote gender equality

	Action Required	New since 2010 Next steps	By whom
1. Promote equality of opportunity for male and female pupils, staff and other members of the school community	<p>a) Ensure all children have equal access to all areas of curriculum and extracurricular activities.</p> <p>b) Ensure all staff undertake appropriate training to make them fully aware of their obligations under the law.</p>	Specialist girls sports clubs run to provide equal access to after school sport.	Headteacher supported by all staff, governors and other members of the school community.
2. Identify and eliminate any unlawful sex discrimination or harassment	<p>a) Monitor the current national situation regarding equal pay for support staff and ensure staff are paid appropriately.</p> <p>b) Ensure appropriate monitoring systems are in place.</p> <p>c) Implement other supporting policies or procedures where applicable (e.g. antibullying policy, discipline and employment policies).</p>	<p>Full pay equality developed.</p> <p>All senior posts recently appointed to have been women.</p> <p>Maternity rights applied generously.</p> <p>Carer leave applied generously and fairly.</p>	Headteacher supported by all staff, and by the appointed diversity governors.