



Saint Edmund's Catholic Primary School

'Together we learn and grow through worship and celebration'

Equality Policy

Committee responsible for policy	Resources – Equalities Working Party
Approved by Committee/ FGB	
Statutory/Non-statutory	STATUTORY
Frequency of Review	4 YEARS
Date of last review	February 2021
Date of next review	February 2025
Purpose of policy	To fulfil the Governing Body's duties under the Equalities Act 2010 that affect pupils or staff with protected characteristics.
Consultation	Equality Act 2010 within the School Standards and framework Act 1998.
Links to other policies	Accessibility Admissions, SEND, Medical Behaviour

Saint Edmund's Catholic Primary School

'Together we learn and grow through worship and celebration'

Introduction

As a Catholic school, we believe in the essential equality and unity of all, as children of God. We are committed to the principle of justice and equal treatment for all. Our overriding aim is to maintain a spirit of Christian love where all are made welcome and the worth of every individual is recognised, valued and celebrated:

'So always treat others as you would like them to treat you' (Matthew 7, 12).

Our School Community includes pupils, prospective pupils, parents, prospective parents, members of staff, prospective members of staff, governors, prospective governors, volunteers.

Context

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED). This requires public bodies, including schools, to promote equality. The Equality Act replaces previous equality legislation, including the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The PSED requires schools to publish information to demonstrate how they are complying with the PSED, including information relating to people who share a protected characteristic. At St Edmund's we will publish this information at least annually and review our equality policy at least once every four years.

The purpose of our equality policy is to demonstrate our commitment to equality and to comply with the Public Sector Equality Duty (general duty) and two specific duties.

The Public Sector Equality Duty or 'general duty'

This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.

Two specific duties

This required all public organisations, including schools to:

- Publish information to show compliance with the Equality Duty by April 2012.
- Publish Equality objectives, at least every 4 years, which are specific and measurable by April 2012.

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

At St Edmund's we will:

- Eliminate any type of discrimination that is prohibited by the Equality Act 2010.
- Promote equal opportunities in all areas of school life.
- Build upon the very good relations which exist between all communities in the school.
- Publish information to demonstrate how we are complying with PSED.
- Encourage, support and help all pupils and staff to reach their potential.
- Ensure that procedures relating to, promoting and implementing equality are followed

In line with Equality Act 2010, our school will not discriminate against any member of our School Community by treating them less favourably because of their:

- Sex/gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Age

Sex/gender

St. Edmund's will ensure that no member of our School community is singled out for different and less favourable treatment from that given to other pupils.

Ethnicity/Race

The definition of race includes colour, nationality and ethnic or national origins. St. Edmund's will ensure that no member of our School community of any race is singled out for different and less favourable treatment from that given to others.

Disability

In line with the law on disability discrimination, in some instances, St. Edmund's may treat disabled pupils and members of staff more favourably than non-disabled pupils/members staff and will make reasonable adjustments to put them on a more level footing with pupils/members of staff without disabilities.

Religion or Belief

In line with The Equality Act, St. Edmund's defines "religion" as being any religion. At St. Edmund's, the vast majority of children in the school are of the Catholic faith. St. Edmund's will not discriminate against anyone who holds a different religion, lack of religion or a lack of belief. Discrimination because of religion or belief means treating a person less favourably than another person is or would be treated, because of their religion or belief, or the religion or belief they are perceived to have, their lack of religion or belief, or the religion or belief, or lack of it. Admissions: St Edmund's does give priority in admissions to practising Catholics. Please see The School Admissions Policy for more detail.

Sexual Identity or Orientation

St. Edmund's will ensure that all gay, lesbian or bi-sexual pupils, or the children of gay, lesbian or bi-sexual parents, are not singled out for different and less favourable treatment from that given to other pupils. We will ensure that there are no practices which could result in unfair or less favourable treatment of such pupils.

Gender Reassignment

St. Edmund's will ensure that all pupils who have undergone or are undergoing gender reassignment, or the children of parents who have undergone or undergoing gender reassignment, are not singled out for different and less favourable treatment from that given to other pupils. We will ensure that there are no practices which could result in unfair or less favourable treatment for these pupils and their families

Marriage and Civil Partnership

St. Edmund's will not treat a member of staff or parent less favourably because he or she is in a marriage, in a civil partnership, is not married or not in a civil partnership. The Diocesan Bishop requires that governors appoint practicing Catholics to senior leadership roles such as Chief Executive Officers, Headteachers, Deputy Headteachers, Principals, Deputy Principals, chaplain, Executive Heads, Heads of School and Head or co-ordinator of Religious Education.

Pregnancy and Maternity

Protection for staff from discrimination because of pregnancy and maternity is covered in the Equality Act. St. Edmund's will not treat a member of staff less favourably because she becomes pregnant or has recently had a baby or because she is breastfeeding.

Age

St. Edmund's will ensure that adults of any age are not singled out for different and less favourable treatment from that given to other adults.

Responsibilities

The Governors are responsible for:

- Ensuring that procedures relating to promoting and implementing all equalities are followed.

The Headteacher is responsible for:

- Ensuring that the Equality Policy is readily available and that the governors, staff, pupils and their parents know about it.
- Ensuring that procedures relating to promoting and implementing equality are followed.
- Producing regular information for staff and governors about the policy and how it is working.
- Ensuring that all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of discrimination.

All members of staff are responsible for:

- Promoting and advancing equal opportunities.
- Fostering good relations.
- Avoiding and eliminating discrimination.
- Keeping up-to-date with the law on discrimination, and taking up training and learning opportunities.
- Promote an inclusive and collaborative ethos in their classroom.
- Challenge prejudice and discrimination.
- Deal fairly and professionally with any prejudice related incidents that may occur.
- Plan and deliver curricula and lessons that reflect the school's principles e.g. in providing materials that give positive images in terms of race, gender and disability.
- Maintain the highest expectations of success for all pupils.
- Support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.

We will provide training and guidance on equalities for all staff new to the school as part of the induction procedure.

Visitors

All visitors to the school, including parents and carers, are expected to support our commitment to equality and comply with the duties set out in this policy. We will provide guidance and information in school newsletters to enable them to do this.

Good Practice

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and the world communities.

We support the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe and is able to enjoy/achieve in their learning experience and is able to contribute to the wider community.

We maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take-action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Objectives

- To incorporate diversity and equality in all our teaching and learning.
- To develop the way that we analyse data with regards to diversity.
- To maintain high expectations of disadvantaged pupils with high ability and ALL pupils

Links to other policies and documentation

Although this policy is the key document for information about our approach to equality, in line with the Public Sector Equality Duty we ensure that information about our responsibilities under the Public Sector Equality Duty, are also included in our school development plan, self-evaluation review, the school staff handbook, school website and newsletter as appropriate.

Monitoring and Review

It is the responsibility of the governing body to monitor the effectiveness of this policy by:

- Monitoring the progress of All pupil groups against each other
- Monitoring the staff appointment process
- Taking into serious consideration any complaints regarding equal opportunity, or discrimination
- Seeking the involvement and engagement of all members of the school community
- Seeking support from outside agencies as appropriate