



# St Joseph's Catholic Primary School, Malmesbury

## Equality Policy

### School Mission Statement

Walking in the footsteps of  
Jesus, loving and serving  
together

The Mission of our school is to provide a broad and challenging education within the context of a Christian environment. An understanding of the Roman Catholic faith, in line with the Gospel message, underpins the whole work of our school. Our main aim is to develop the self –esteem, dignity and respect of all members of the community in a celebration of each person's infinite worth in the eyes of God.

<b>Date of review</b>	<b>January 2020</b>
<b>Presented to Governing Body</b>	<b>January 2020</b>
<b>Next review</b>	<b>January 2023</b>

## **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 and tolerance in the school:

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

## **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 Joseph'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 6<sup>th</sup> 2012.
- Publish Equality objectives, at least every 4 years, which are specific and measurable by April 6<sup>th</sup> 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.

Appendix 1 is a checklist of key equality considerations.

At St. Joseph'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 a pupil, prospective pupil, parents or prospective parents, a member of staff or prospective member of staff 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. Joseph's will ensure that pupils, prospective pupils, parents, prospective parents, members of staff or prospective members of staff of one sex are not 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. Joseph's will ensure that pupils, prospective pupils, parents, prospective parents, members of staff or prospective members of staff of any race are not singled out for different and less favourable treatment from that given to other pupils.

### **Disability**

In line with the law on disability discrimination, in some instances, St. Joseph's may treat disabled pupils and members of staff more favourably than non-disabled pupils/members staff and in some cases may 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. Joseph's defines "religion" as being any religion. At St. Joseph's, the vast majority of children in the school are of the Catholic faith. St. Joseph'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 Joseph's does give priority in admissions to practising Catholics. Please see The School Admissions Policy for more detail.

### **Sexual Identity or Orientation**

St. Joseph'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. Joseph's will ensure that all pupils who have undergone or 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 from these pupils and their families.

### **Marriage and Civil Partnership**

St. Joseph'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.

### **Pregnancy and Maternity**

Protection for staff from discrimination because of pregnancy and maternity is covered in the Equality Act. St. Joseph'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. Joseph'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 consider it prudent and sensible to 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 e.g. homophobic bullying. 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 2019/2020**

We identify opportunities in the curriculum to look at other cultures and countries, study famous people from ethnic minorities, and with a variety of abilities, to celebrate diversity. Use collective worship as an opportunity to celebrate festivals of a range of cultures and countries. We invite visitors into the school to give our children the opportunity to explore other cultures and different life experiences.

### **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.

There are also references in the Behaviour, Admissions, SEN, Safer Recruitment Policy and Anti-bullying Policies as well as minutes of meetings involving governors and the whole staff.