

St. Joseph's Catholic Primary School



Equality Policy 2017

“Inspired by St Joseph, together with Christ, we learn, we grow, we love.”

This policy should be read in the light of our:

† ***Our Mission*** to foster the personal development and academic achievement of each child by providing a caring and creative environment that adheres to the foundations and values of the Catholic Faith. We are inspired by St Joseph, our Patron saint and we draw upon the Christian faith as an example of how people should be treated because we are all the same in God's eyes. At St Joseph's school, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

† ***Our Vision*** to inspire all to lead, through love and service, the life of purpose and excellence that God wants for us.

† ***Other related policies: To be read in conjunction with the following policies-***

Equal opportunities, Fair access Protocol, Anti-Bullying policy, Race Equality, Diverse Workforce policy, Disability and Gender policy and Teaching and Learning policy.

Introduction

The Equality Act 2010 makes it unlawful for a school to discriminate against an employee, an applicant for employment, a pupil or prospective pupil by treating them less favourably because of their gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or association with any of the above.

It is also unlawful to discriminate because of age in relation to employment but this does not apply to pupils in schools.

Religion or Belief

The Act provides an exception from the prohibition on religion or belief discrimination in relation to schools with a religious character. The exception applies to anything done in connection with admissions or in relation to the school's governing body (in the case of Catholic schools). The Act allows schools with a religious character to discriminate because of religion or belief in relation to admissions and in access to any benefit or service.

St Joseph's Catholic Primary School will be able to mark or celebrate events specific to the Catholic Faith or ethos without equivalent celebrations of events or acts of faith significant to other religions being celebrated.

The 2010 Equality Act also introduced a single Public Sector Equality Duty (PSED) which promotes equality for all. It requires public bodies to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people of different groups
- Foster good relations between people from all groups

The Act provides that for Catholic Schools, they may give preference in connection with the appointment, remuneration or promotion of teachers at the school, to those whose religious beliefs or religious practice is in accordance with the tenets of their denomination. Likewise, they may give similar preference to those who give or are willing to give religious education at the school in accordance with the tenets of the Catholic Church.

Conduct of a teacher which is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher's employment should be terminated.

Preference can therefore be given to practising Catholics in appointments to teaching posts. This was extended to allow preference to be given to practising Catholics in non-teaching posts where there is genuine occupational requirement.

There has been a requirement on schools to carry out specific duties since 6th April 2012 by publishing information to demonstrate how they are complying with the Public Sector Equality Duty and

every year thereafter, also reviewing, preparing and publishing their equality objectives every four years thereafter.

This information will be published on the school website and documents will be available on request from the school office.

Equality Commitment Statements

In accordance with our vision, we respect the equal rights of all our pupils and will educate them about equality. We also respect the equal rights of our staff and other members of the school community. We will comply with relevant legislation and implement school policy and plans in relation to race equality, disability equality and gender equality

Beyond those areas covered by our exemption as a Catholic School, we are committed to providing equality of opportunity to all pupils.

1. We are committed to combatting direct and indirect discrimination, harassment and victimisation. To achieve this we will ensure equality of opportunity is considered in

- Pupils' personal development
- Progress, assessment and attainment
- Behaviour (including exclusions)
- The curriculum
- Curriculum enhancements
- Teaching and learning
- Admissions and attendance
- Staff recruitment
- Staff professional development
- Partnership with parents
- Partnership with the community
- Extended school provision

Teaching approaches that provide equality of opportunity include:

- Ensuring that all resources and materials actively challenge racial stereotyping
- Ensuring that all children, irrespective of race, have equal access to the curriculum
- Ensuring that boys and girls are able to participate in the same curriculum, particularly in science, design and technology and physical education taking account of the interests and concerns of boys and girls by using a range of activities and contexts for work and allowing a variety of interpretations and outcomes, particularly in English, science, design and technology, ICT, art and design, music and physical education
- Avoiding gender stereotyping when organising pupils into groups, assigning them to activities or arranging access to equipment, particularly in science, design and technology, ICT, music and physical education
- Taking account of pupils' specific religious or cultural beliefs relating to the representation of ideas or experiences or to the use of particular types of equipment, particularly in science, design and technology, ICT and art and design
- Enabling the fullest possible participation of pupils with disabilities or particular medical needs in all subjects, offering positive role models and making provision, where necessary, to

facilitate access to activities with appropriate support, aids or adaptations.

2. Every pupil should achieve high standards regardless of gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity through teaching, provision, support and challenge
3. Equality issues will be considered in our policies, in our planning and in our decision- making processes
4. Strategies are in place such as data and performance analysis and intervention groups to tackle underachievement
5. Behaviour management procedures are fair, effective and equitable

Public Sector Equality Duty

St Joseph's Catholic Primary School will meet its Public Sector Equality Duty (PSED) by identifying and publishing equality objectives the impact of which will be reported on yearly and which will be reviewed at least every 4 years. The objectives and reports will appear on the school website. Progress towards these objectives will also be reported in headteacher reports to the governing body.

These objectives will be developed to address issues summarised below:

1. Eliminating unlawful discrimination

Evidence of compliance can be found in:

- Staff induction process
- Racist incident file (submitted to the local authority)
- Behaviour logs
- Behaviour and bullying policy
- Staff development and training needs in the School Development Plan
- Safeguarding policy
- SEN and inclusion policy
- Equality Scheme
- Governor meeting minutes
- Complaints procedure
- Recruitment procedure interview notes

2. Advancing equality of opportunity between people of different groups

Evidence of compliance can be found in:

- Targets set and tracking data of all groups (ensuring that no group is underachieving) Reports of data analysis to staff (staff meetings)
- Reports of data to the governing body
- Interventions put in place
- Data of racist incidents
- IEPs
- Provision Maps

- Medical advice sought and plans put in place for pupils with conditions that may affect school life
- Liaison with professionals to remove barriers to learning
- Notes of SENCO meetings
- Behaviour logs
- Staff development and training needs in the
- School Development Plan
- Safeguarding policy
- SEN and inclusion policy
- Equality Scheme
- Teaching and learning policy
- Monitoring and assessment policies
- School Development Plan
- Raise Online

3. Fostering good relations between people from all groups

Evidence of compliance can be found in:

- Personal, Social and Health Education policy and scheme of work
- Collective worship policy
- Curriculum policies
- Behaviour and anti-bullying policy
- Behaviour logs
- School Council minutes
- Teaching and learning policy
- Local/Diocesan cluster events (e.g. sporting and cultural)
- Curriculum enhancements

Please note these lists are not exhaustive. Equality matters will be considered at senior leadership meetings and Governing Body meetings as part of the decision making process.

Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff at St Joseph's Catholic School. We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law.

Implementation and review

The role of the governing body is:

- To ensure that this policy is implemented and that it is reviewed every year
- To promote a common understanding of the pivotal role of equal opportunities in the context of the school's Catholic ethos and both gospel and British values
- The governing body has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive

to their needs based on race, gender and disability.

- The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of race, gender or disability.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.
- The governors welcome all applications to join the school, whatever a child's socio-economic background, race, gender or disability.
- The governing body ensures that no child is discriminated against whilst in our school on account of their race, sex or disability.
- To ensure that exit interviews are carried out with pupils (fairness and the experience of school) and staff to provide helpful information and feedback on the effectiveness of the policy.

The role of the headteacher is:

- To implement this policy with support from the governing body
- To ensure that all staff are aware of the policy and that all staff apply it in all situations
- To ensure that all appointment panels apply the procedures and principles in this policy, so that everyone is treated equally and fairly
- To ensure that all members of the school community, especially those with protected characteristics, play a full part in all aspects of school life
- To ensure that all complaints about unlawful discrimination are investigated and resolved appropriately

The role of the staff is:

- To always act and behave in a way that is consistent with the aims and objectives of this policy and to comply with the school's own code of conduct.
- To regularly review policies to take account of equal opportunities implications

All members of the school community are responsible for promoting the school's equality policy and are obliged to respect and act in accordance

This policy was written by the Catholic Life & Pastoral Care Committee and ratified by the Governing Body of St Joseph's Catholic Primary School

On: January 2017

Next review date: January 2018