

# St Wilfrid's Catholic Primary School



*We love, learn and grow with God.*

## Equality and Diversity Policy

Signed by the Head teacher: Mr J. Philips

Signed By the Chair of Governors: Mr T. Tate

Date of next review: Autumn 2024

This policy will be reviewed sooner if deemed necessary. All staff and governors will be consulted as to its effectiveness as part of the review process.

### **Requests for signed copies**

If a signed copy of this policy is requested, the school office will provide this free of charge.

## **Introduction**

The Equality Act 2012 replaced all existing equality legislation. It has brought together all of the current discrimination laws into one and sets out the 'protected characteristics' that qualify for protection from discrimination.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

As a Catholic school, St Wilfrid's RC VA Primary School aims to keep the teachings of the Bible central to all that we do. We aim to ensure that all stakeholders are treated as equals and valued as individuals.

We pledge:

- To respect the equal human rights of all pupils
- To educate them about equality
- To respect the equal rights of our staff and other members of the school community

We will assess our current school practices and policies and implement all necessary resulting actions in relation to the protected characteristics.

## **Aims and Intentions of the Policy**

The Governing Body of St Wilfrid's RC VA Primary School has a duty of commitment to Equal Opportunities.

As a school community we are committed to:

- Ensuring that all learners have equal access to a rich, broad, balanced and relevant curriculum that meets their needs and enables them to fulfil their individual potential.
- To advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
- To recognise and celebrate the full range of diversity within our community.
- To ensure a fair process selection of recruitment of personnel in accordance with equal opportunities legislation. Where applicants are equal in qualifications and experience in the context of selection criteria for a teaching post, that a Roman Catholic applicant would have an advantage over other applicants not of Roman Catholic faith in being able to contribute to the mission of the Church in Catholic education. The posts of

Headteacher, Deputy Headteacher, R.E. Co-ordinator and certain other senior posts are reserved for practising Catholics.

- To ensure that all colleagues fulfil their responsibility to apply this policy in all that they do.
- To ensure that learners and parents are fully involved in the range of provision made by the school and to ensure transparency.
- To eliminate the discrimination, harassment and victimisation and to ensure that no one is unfairly or illegally disadvantaged as a consequence of their protected characteristic.
- To ensure that the teachings of the Bible and our Catholic faith are upheld in all we do as a school community.

## **Responsibilities**

### **Governing Body**

The Governing Body is responsible for ensuring that the school complies with equality legislation, making reasonable adjustments to provision where necessary to uphold equality law. The Governing Body will ensure that the Equality Policy and its related procedures and strategies are implemented.

### **Headteacher**

The Headteacher will work with the Governing Body to ensure that the policy and its related procedures and strategies are implemented effectively. The Headteacher will ensure all stakeholders are aware of their responsibilities under the policy and are given appropriate support so that they can fulfil their responsibilities. The Headteacher will manage any day to day issues arising from the policy whether for pupils or for the school as an employer. The Headteacher will take appropriate action with staff or pupils who discriminate.

### **Teaching Staff**

Teaching staff have a duty to ensure that pupils from all groups have full access to the curriculum. Teaching staff will promote equality and diversity through teaching and through encouraging community cohesion.

### **All Staff**

All staff will be aware of the Equality Policy, actively support it and ensure that any training requirements are reported to the Headteacher. All staff will deal with incidents of discrimination and will record incidents by reporting them to the Headteacher. All staff will ensure that activities or personal behaviour do not discriminate on any grounds. All staff will celebrate the diversity within the school community.

### **Pupils**

All pupils will be aware of and act in accordance with the Equality Policy. Pupils will understand the importance of reporting prejudice based incidents to a member of staff.

### **Parents / Carers**

Parents and carers will have access to the policy and will be encouraged to support the policy. Parents and carers have the right to be informed of any incident related to the policy which could directly affect their child.

### Visitors / Contractors

The school will ensure that visitors or contractors are made aware of and comply with the school's Equality Policy.

### Whole School Issues

The Governing Body believes that pupils learn from the informal as well as from the formal curriculum. Consequently it will ensure that:

- Equality of access exists for all pupils and staff
- The aims, objectives and implications of inclusion are understood by all pupils, staff, parents and primary carers.
- Ensure that the school respects any dress code which is formally required by the pupil's faith traditions.
- Accurate information for the sole purpose of monitoring equal opportunities is kept about the ethnic origin, first language, religious affiliation and special needs of all pupils.
- Assessment procedures do not disadvantage any group of pupils.
- Assessment procedures are adequately resourced to take account of the specific needs of minority ethnic pupils, and of pupils with disabilities and learning difficulties.
- Underachieving pupils are given support and encouragement required to enhance their performance without the performance of other pupils being affected detrimentally.
- Gifted and talented pupils are given support and encouragement required to enhance their performance without the performance of other pupils being affected detrimentally.
- Strategies are put in place to motivate and reintegrate disaffected pupils.
- Reliable and effective means exist to inform all parents and primary carers of their children's progress.
- Community languages other than English are valued and encouraged.
- All pupils are given opportunities to meet their religious needs, especially when important festivals occur.
- Specific dietary needs of pupils are respected.
- Members of all groups are welcomed and valued.
- Members of all groups are encouraged to play an active role in school affairs, perhaps making a contribution to the governance of the school.

- As far as possible, staffing reflects the diversity of society locally, regionally and nationally.
- All incidents of bullying and harassment are dealt with in an effective and consistent manner.

### **Monitoring**

We will regularly monitor and evaluate the implementation of our Equality Policy.

We will ensure that the Equality Policy is an integral part of our School Improvement Plan and as such, our progress will have regular oversight by the senior management team and the Governing Body.

We will formally review, evaluate and revise the Equality Policy

Next Review: September 2023