ST VINCENT DE PAUL RC PRIMARY SCHOOL

Equality Statement

SEPTEMBER 2012

PERSONS RESPONSIBLE FOR POLICY

THE SENIOR MANAGEMENT TEAM AND THE GOVERNORS

DATE OF REVIEW

SEPTEMBER 2013
Equal Opportunities Statement of Values for a Catholic School

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We therefore commit ourselves to promoting the following:

**The uniqueness of the individual**
- We believe that every person is a unique individual, created in God’s image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- Our school is a safe, secure and stimulating place for everyone.

**The education of the whole person**
- We aim for all stakeholders to be consulted and involved in any school decision e.g. talking to parents/carers, the school council, pupil voice, local community.
- We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to given every opportunity to develop their talents to the full.
- We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this we aim to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously.
- We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others.

**The education of all**
- We have a duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically, or emotionally disadvantaged.

**Moral principles**
- Our belief in the gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

**Consequently we will strive to ensure that:**
- Any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them.
- Children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them.
- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

**Purpose**

The purpose of implementing the single equality scheme is:
- To articulate the school’s commitment to equality which permeates all school policies and practices.
• To ensure that everyone who belongs to, or comes into contact with, our school community is valued and respected
• To promote equality of opportunity and eliminate unlawful discrimination, harassment or victimisation
• To comply with statutory duties under equalities legislation

Our Legal Duty
As a school we welcome our duties under the Equality Act 2010. The general duties are to:
• Eliminate discrimination,
• Advance equality of opportunity,
• Foster good relations.

The contents are intended to outline the policies and procedures which are in place in this school in order to ensure compliance with the Equality Act 2010.

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:
• age (for employees),
• disability
• ethnicity
• gender
• gender reassignment
• maternity and pregnancy (for employees)
• religion and belief, and
• sexual identity
• Marriage and Civil Partnership (for employees)

The three areas of the Equality Duty that schools are expected to report on are:
• Eliminating discrimination and other conduct that is prohibited by the Act.
• Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
• Fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Act defines four kinds of unlawful behaviour –
– Direct discrimination
– Indirect discrimination
– Harassment
– Victimisation.

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil –
• In the way it provides education for its pupils
• In the way it provides pupils with access to any benefit, facility or service
• By excluding a pupil or subjecting them to any other detriment.

It is now unlawful -
• For employers to ask health related questions of applicants before a job offer.
• To discriminate against a transgender employee.
• To victimise a child for anything done in relation to the Act by their parent or sibling.

New positive action provisions allow schools to target measures that are designed to alleviate disadvantage experienced by, or to meet the particular needs of, pupils with particular protected characteristics.
Addressing Prejudice Related Incidents

Our school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support. (Race Equality)

Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community. Consequently, we will strive to ensure that any person/s involved in the school will adhere to the following:

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<th>School Community</th>
<th>Responsibility</th>
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| Governing Body   | • The Governing Body will ensure that all pupils have equal access to the full range of educational opportunities provided by the school and will seek to remove any forms of indirect discrimination that may form a barrier to learning.  
• The Governing Body will ensure that the curriculum reflects the attitudes, values and respect that we have for all individuals and cultural groups.  
• The Governing Body will ensure that all recruitment, employment, promotion and training systems are fair to all, and provide equal opportunities for everyone to achieve their potential.  
• The Governing Body will ensure that people with disabilities are not discriminated against and that all reasonable steps are taken to ensure that the school environment gives equal access to people with disabilities.  
• The Governors recognise that it is vital that all staff, teaching and non-teaching, understand the need for the promotion of equality in education. They will seek to ensure that suitable training and support is given to members of the school staff to fulfil their professional duties in line with school policy.  
• The Governing Body will be sensitive to and support all cultural, ethnic and religious backgrounds of the school staff.  
• Any breaches to the Equalities Statement will be dealt with in the same way that breaches of other policies are dealt with and will be done professionally and sensitively. |
| Head teacher     | • The Head teacher will ensure that the Single Equality Policy is adhered to throughout the management, curriculum and ethos of the school community.  
• The Head teacher will ensure that all staff are aware of the school policy and that all staff apply the guidelines fairly in all situations.  
• The Head teacher will ensure that the school curriculum promotes respect for other cultures, religions and nationalities and will ensure that all classroom resources and materials reflect the diverse nature of the school community and have respect for the sensitivities of all members of the class.  
• The Head teacher will ensure that all appointments made to the school will have given due regard to the policy and that no-one is discriminated against on the grounds of gender, sexual orientation, race, ethnic or national origins.  
• The Head teacher will treat all incidents of unfair treatment and any racist or discriminatory incidents with due seriousness. The Head teacher will present a termly report to the Governing Body on the nature and number of any such incidents. |
| Teaching Staff   | • To support the head teacher.  
• Encourage the pupils to explore fully the origins and differences of all religions, nationalities and ethnicities in order to develop their better understanding of the world wide community.  
• Accept that this is a whole school issue and support the Single Equality Policy and procedures |
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<th>Non-teaching staff</th>
<th>Pupils</th>
<th>Parents/ carers and stakeholders</th>
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| • Make known any queries or training requirements  
• Know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping  
• Report incidents of racism, harassment or other forms of discrimination to the Head teacher.  
• Ensure that those with protected characteristics are not discriminated against and are given equality of opportunity  
• Ensure that pupils from all groups are included in all activities and have full access to the curriculum  
• Promote equality and diversity through teaching and through relations with pupils, staff, parents, and the wider community.  
• Support the school and the governing body in delivering a fair and equitable service to all stakeholders.  
• Accept that this is a whole school issue and support the Single Equality Policy and procedures  
• Make known any queries or training requirements  
• Know how to deal with incidents of concern, and how to identify and challenge bias and stereotyping  
• Report incidents of racism, harassment or other forms of discrimination to the Head teacher.  
• Ensure that those with protected characteristics are not discriminated against and are given equality of opportunity  
• Ensure that pupils from all groups are included in all activities and have full access to all aspects of school life.  
• Support the school to maintain the statement of equality.  
• Experience a curriculum and environment which is respectful of diversity and difference and prepares them well for life in a diverse society  
• Understand the importance of reporting prejudiced based bullying bullying/incidents  
• Ensure the peer support programme within the school promotes understanding and supports pupils who are experiencing discrimination.  
• Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.  
• To take an active part in identifying barriers for the school community and in informing the head teacher and the governing body of actions that can be taken to eradicate these. |

**Monitoring and review:**

The Governing Body is responsible for monitoring the Single Equality Policy and for ensuring its effectiveness in the daily life of the school community.

The monitoring process will include:

- Reviewing all school appointments to ensure the policy has been fairly applied
- Requiring the Head teacher to present a termly report to the Governors on any incidents covered by the Statement
- Monitoring the progress of pupils of protected characteristics
- Taking into serious consideration any complaints regarding equal opportunities from parents/carers, staff or pupils and the wider school community
- Monitoring all school policies to ensure that they are fairly applied to all staff, pupils and the wider school community
- When necessary the Governing Body will initiate an investigation into any reported incidents and will inform the LA of any concerns raised.
- All such actions of the Governing Body will be recorded appropriately.
Associated policies available to view on the school website:

- Anti-Bullying
- Behaviour Policy
- Complaints Policy
- Equal Opportunities
- Grievance
- Inclusion
- Race Equality
- Restraint
- Special Educational Needs
- Home School Agreement

Associated policies available to view from the school upon request:

- Disability Equality Scheme
- Health and Safety Policy
- Sex and Relationships
- Accessibility Plan
- School Development Plan

Associated policy to view on the Internet:

- The 2010 Single Equality Act
  http://homeoffice.gov.uk/equalities/