



St Cuthbert's Catholic Primary School

Equal Opportunities Policy

God made us all unique
To learn, live and grow
To show care, concern and friendship
To be the best we can
Showing Christ's love in all we do.

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Our Mission is to provide a Catholic education that allows children to grow into happy, confident individuals, fully equipped to take their place in God's world, now and in the future.

We will do this by:

- *providing a rich and varied curriculum that encourages every child to achieve their full potential.*
- *striving for excellence in all that we do*
- *welcoming children from all faiths and backgrounds*

This policy should be read in conjunction with:

- *SEND Policy*
- *PHSE Policy*
- *RE Policy*
- *Collective Worship Policy*

Introduction

In line with our Mission Statement we value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum, and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equal Opportunities Policy extends to adults: staff, parents and carers. This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Aims and objectives

- *We aim not to discriminate against anyone, be they staff, pupil or parent, on the grounds of gender, race, disability, sexual orientation, religion/belief, age, attainment or background.*
- *We aim to promote the principle of fairness and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.*
- *We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.*
- *We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.*
- *We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.*
- *We aim to challenge personal prejudice and stereotypical views whenever they occur.*
- *We value each pupil's worth, celebrating the individuality and cultural diversity of our school community, and showing respect for all minority groups.*
- *We are aware that prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all.*

Racial Equality

In our school we will:

- *strive to eliminate all forms of racism and racial discrimination;*
- *promote equality of opportunity, regardless of race, ethnicity or religion;*
- *promote good relations between people of different racial and ethnic groups;*
- *seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.*

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see policy for Behaviour Management).

We endeavour to make our school and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. So, for example, in our Religious Education Programme 'Come and See', the children will learn about other religions; their origins, festivals and important dates etc. for example, the children learn the importance of Diwali to Hindus and Sikhs. They develop understanding of how the major religions of the world are similar and different and the links between them.

Disability non-discrimination

Some children in our school may have disabilities. We are committed to meeting the needs of these children, as we are to meeting the needs of all within the school. All reasonable steps are taken to ensure that these children are not disadvantaged compared with non-disabled children.

The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning.

The Role of the Governors

The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. The Governing Body ensures that no child is discriminated against whilst in the school on account of their disability, sex, race, colour, religion, nationality, ethnic or national origins or ability. For example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions. The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at the school. The Governors take all reasonable steps to ensure that the school environment gives access to people with disabilities. The Governing Body welcome all applications to join the school, irrespective of the child's disability, sex, race, colour, religion, nationality, ethnic or national origins or ability. With regard to applicants with disabilities, the Governing Body encourages the school to make reasonable adjustments where practicably possible.

The Role of the Headteacher

It is the Headteacher's role to implement the school's Equal Opportunities Policy and is supported by the Governing Body in so doing.

It is the Headteacher's role to ensure that all staff are aware of the school's Equal Opportunities Policy, and that teachers apply these guidelines fairly in all situations. The Headteacher ensures that all appointment panels give due regard to this policy to ensure no individual is discriminated against with regard to employment or training opportunities.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness. These incidents will be recorded in a log book and the Governing Body will be informed. Appropriate sanctions will be used depending upon the seriousness of the incident. These may include: informing parents, an oral warning, a written warning, activities to help promote greater understanding, referral to outside authorities, exclusion from school in extreme cases.

Teaching and Learning

The Headteacher will ensure all teaching and non-teaching staff at the school are aware of their responsibilities with regard to the Equal Opportunities Policy and adequate training will be provided.

The Headteacher will ensure all pupils and staff are made aware that any form of harassment or abuse within school is unacceptable. This will be examined through the Behaviour Management Policy and the Equal Opportunities Policy at the school at staff meetings, school assemblies, school council meetings etc.

The Headteacher will ensure all staff look at curriculum areas within the school to ensure that organisational and administrative procedures avoid stereotyping through inappropriate discrimination. The school will look at ways of providing pupils with positive role models which challenge negative stereotyping and therefore ensure that equal opportunities permeate the life and work of the school.

Monitoring and Review

It is the responsibility of the Governing Body to monitor the effectiveness of the Equal Opportunities Policy. The Governing Body will ensure the effectiveness of the policy by the following actions:

- *Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school.*
- *Monitoring the progress of male pupils and comparing it to the progress made by female pupils in the school.*
- *Monitoring the staff appointment process to ensure no applicants for teaching and non-teaching posts at the school are discriminated against.*

Supporting documents

Department for Education: 'The Equality Act 2010 and Schools'

The Equal Opportunities Policy will be reviewed annually as part of the overall Safeguarding and Child Protection policy and procedure review.

Review date: September 2023