

St Michael's Catholic Primary School



Equality Policy

Equalities Policy Overview

St Michael's Catholic Primary School is committed to ensuring the equality of opportunity in line with the Equality Act 2010. We aim to ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally, reducing disadvantages, discrimination and inequalities. We look to promote equality of opportunity so that all pupils can thrive together, understanding that difference is a positive not a negative, and that individual characteristics make people unique.

It is against the law to discriminate against someone because of:

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

These are known as the protected characteristics. In our school community, we will not discriminate against any of the protected characteristics where such discrimination is permitted by law. An example of a permitted discrimination is that the school may arrange pupils in classes based on age.

We will promote an inclusive environment that meets the needs of all pupils. We recognise that some children will need extra support to help them to achieve and be successful.

Equality Aims and Objectives

- To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
- 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 eliminate any discrimination, harassment and victimisation.
- To ensure that no-one in our community is unfairly or illegally disadvantaged because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- To recognise and celebrate diversity within our community whilst promoting community cohesion.
- To ensure that this policy is applied to all we do.
- To ensure that pupils and parents are fully involved in the provision made by the school.
- To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.

Good Practice

We strive to achieve a cohesive community and expect that staff and 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.

Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe, is able to enjoy and achieve in their learning experience, and is able to contribute to the wider community.

We maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents, including bullying incidents, that discriminate against children or adults in our school with protected characteristics, eg. homophobic bullying.

Strategies

- Monitoring, evaluation and review carried out by the senior leadership team will ensure that procedures and practices within the school reflect the objectives of this policy.
- Parents and governors will be involved and consulted about the provision being offered by the school.
- Teachers will ensure that the teaching and learning takes account of this policy.
- The diversity within our school and the wider community will be viewed positively by all.
- Diversity will be recognised as a positive, rich resource for teaching, learning and the curriculum.
- Professional development opportunities will be provided for staff to provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
- Contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
- The positive achievements of all pupils will be celebrated and recognised.

Outcome

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others.

The school will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community.

We are committed to meeting the individual needs of each child and member of our community and will take full account of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, in accordance with the requirements of The Single Equality Act 2010.

Equality Objectives

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 2023-24

- To further improve the attendance and punctuality of all children, with an awareness and focus of different groups within this.
- To raise the achievement of all children, with an awareness and focus of different groups within this.
- To support SEND pupils so that they make similar progress to their peers.
- To improve the number of children achieving ARE and above for each cohort through targeted intervention in English and Mathematics.

Policy Review

This policy will be reviewed every year by the Governing Body, as part of its monitoring cycle.

Reviewed: September 2023 Next review: September 2024