



# St. Peter's Catholic Primary School

## EQUALITY POLICY

### **Mission Statement**

St Peter's – building firm foundations for life

- We care for others
- We achieve our best
- We grow in faith

### **Safeguarding:**

The Governing Body and Staff of St Peter's School are committed to safeguarding children and take their responsibility for this very seriously. In conjunction with this policy the reader is encouraged to read the Safeguarding Policy.

### **Policy Introduction**

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers gender, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment and the school statutory duty to produce a Single Equality Scheme from April 2012. It also has links with our British Values statement.

### **Our Approach to Promoting Equality**

At St Peter's we aim to provide equality and excellence for all in order to promote the highest possible standards. Through the Equality Policy, we seek to ensure that no pupils, staff, parents, guardians or carers or any other person who has contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) i.e. gender, race, disability, religion or belief, sexual orientation, pupils who are pregnant, undergoing or who have undergone gender reassignment. At St Peter's we include ethnicity and language with the above legally-protected characteristics. The principles of this policy apply to all members of the extended school community: pupils, staff, governors, parents and community members.

### **A Cohesive Community**

We are committed to the principles of community cohesion. Within our curriculum and in the breadth of our activities both within and outside the school we explore diversity and celebrate commonality. We aim to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explores and addresses issues of diversity

### **Roles and Responsibilities**

#### **The Governing Body is responsible for:**

- making sure the school complies with current equality legislation
- making sure that this policy and its procedures are followed

#### **The Headteacher is responsible for:**

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it
- making sure its procedures are followed

- producing regular information for staff and governors about the policy and how it is working (predominantly through the termly Headteacher's report to the Governors and staff), and providing training for them on the policy, as necessary
- making sure all staff understand their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

**All school staff are responsible for:**

- modeling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities

**Pupils are responsible for:**

- developing school/class rules which challenge discriminatory behaviour
- contributing to the anti-bullying policy, in particular in relation to racist and homophobic bullying
- keeping equality and diversity issues on the School Council agenda, through a shared input with staff in developing policies relating to this area.

**Parents/Carers are responsible for:**

- supporting the school's policies on behaviour management and anti-bullying, specifically with regard to racist and homophobic bullying
- ensuring the above, which is explicit within our Home School Agreement, is discussed with children and signed by each parent/carer
- keeping equality and diversity issues on the Friends of St Peter's agenda, through a shared input with staff on developing policies relating to this area

**Responsibility for overseeing and monitoring equality practices in the school lies with a named member of staff and governor.** They are the Head Teacher and the Chair of Governors.

Responsibilities include:

- Coordinating and monitoring work on equality issues
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- Monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveler communities, disabled pupils etc.)
- Monitoring exclusions
- To raise levels of parental and pupil engagement in learning and school life, across all activities including regular attendance to ensure equity and fairness in access and engagement

**Monitoring, Reviewing and Assessing Impact**

This Equality Policy is supported by a Single Equality Scheme. It is linked to the school development plan and includes targets determined by the governing body for promoting equality.

As part of the regular schedule for monitoring policies and other aspects of school life, this policy and the related scheme will be reviewed by Governors annually or when necessary. Any pattern of inequality found as a result of this monitoring will be used to inform future planning and decision-making. The Headteacher provides monitoring reports in the Head teacher's report to Governors and staff on a termly basis.

**This policy provides a framework within which all other school policies are implemented.**

**Policy Date: Spring 2018**

**Review: Spring 2019**