

St Elizabeth Catholic Primary School

Equality Policy & Statement



The Governing Body of St Elizabeth Catholic Primary School

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| Date of Policy | January 2021 |
| Review Date | January 2023 |
| Chair/Committee Chair of Governor's signature | |
| Headteacher's signature | |

Mission Statement
Inspiring and achieving lifelong learning in a welcoming Catholic community.

Safeguarding Statement

At St Elizabeth Catholic Primary School, we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Elizabeth Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Equality statement

As a school we are committed to ensuring that equality principles are embedded within all school policies and procedures, as we endeavour to:

- Eliminate discrimination, harassment and victimisation.
- Promote equality of access and opportunity within our school and within our wider community.
- Promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities, sexual orientation, and ethnic origins.

School Values

As a Catholic school with a strong Christian ethos we actively support and promote a value-based education. By living out our 4Rs – Relationships, Resilience, Responsibility and Respect, we encourage the whole school community to:

- Think about and reflect upon positive Christian, British and Universal values
- Experience how living out these values impacts on themselves and others, in school, in the wider community and in the world
- Instil a sense of belonging to the school, the local community, the country they live in and the wider global community
- Inspire individuals to choose their own positive personal social, moral and spiritual values
- Promote an inclusive school ethos and a learning climate that will raise aspirations and achievement
- Raise self-esteem and encourage children to take more responsibility for their own behaviour and learning

British Values

At St Elizabeth, the school recognises and promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Through this provision of SMSC, the school will:

- enable pupils to develop their self-knowledge, self-esteem and self-confidence;
- enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage pupils to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely;
- enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England; further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people;
- and encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

Data Protection

The General Data Protection Regulation (GDPR) ensures a balance between an individual's rights to privacy and the lawful processing of personal data undertaken by organisations in the course of their business. It aims to protect the rights of individuals about whom data is obtained, stored, processed or supplied and requires that organisations take appropriate security measures against unauthorised access, alteration, disclosure or destruction of personal data. The School will protect and maintain a balance between data protection rights in accordance with the GDPR. This policy sets out how we handle the personal data of our pupils, parents, suppliers, employees, workers and other third parties.

Changes to data protection legislation will be monitored and further amendments may be required to this policy in order to remain compliant with legal obligations. All members of staff are required to familiarise themselves with its content and comply with the provisions contained in it. Breach of this policy will be treated as a disciplinary offence which may result in disciplinary action under the School's Disciplinary Policy and Procedure up to and including summary dismissal depending on the seriousness of the breach.

Equality Information

At St Elizabeth we follow in Jesus' example Learning together to live out our values of Resilience, Relationships, Responsibility and Respect each day.

As a Catholic School, we recognise our call to serve and contribute to our local and Parish communities and to appreciate the broader multicultural/faith community in which St Elizabeth School is situated.

What we do:

St Elizabeth promotes equality of opportunity in its day to day practice as indicated through the following:

Teaching and Learning:

The school sets out to provide opportunities for success and enabling pupils to reach their potential. This manifests itself through:

- Using data to monitor and track achievement of all pupils
- Monitor achievement by ethnicity, disability and gender
- Setting challenging targets
- Consulting staff and students
- Promoting consistency in relation to behaviour
- Celebrating achievement and effort of all students
- Promoting values that challenge prejudice
- Seeking parental support for learning

Exclusion and inclusion:

The school bases its exclusion protocol and inclusion programme on the behaviour policy.

This expresses the values that are important to St Elizabeth community and which manifest themselves in respectful relationships. To ensure exclusion and inclusion are undertaken fairly we will continue to:

- Analyse data once a term
- Analyse end of year data
- Work with outside agencies to provide support for pupils
- Report to the Governing body to ensure any trends are identified.

Admissions:

The Admissions criteria that are agreed by the Governing body promote fair access for all. (Catholic children do take priority)

Equal Opportunities for staff:

St Elizabeth school is committed to providing equality of opportunity for all staff.

Appointments and promotions are made on the basis of merit and ability in compliance with the law. However, some posts remain protected due to the fact that this is a faith school i.e the Headteacher.

The Governing body, as the employer, actively promotes equality for all and ensures recruitment and retention are monitored.

All staff undertake CPD opportunities as appropriate.

Equality and the law:

Schools have a number of statutory duties which must be met in line with legislation e.g. Race Relations (amendment) Act (2000)

Disability Equality Duty (2005) Equality Act (2010)

The Race Equality Duty requires us to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between racial groups

St Elizabeth will continue to:

- Report to governors regarding Equal Opportunities
- Monitor our plans and policies
- Use the school curriculum and assemblies to promote positive role models

Disability

The Disability Discrimination Act 2005 defines disability as someone who has a physical or mental impairment which has substantial or long term adverse effect on his or her ability to carry out "normal day-to-day activities".

The act places a duty on schools requiring them to:

- Promote equality of opportunity between disabled people and others
- Eliminate discrimination and harassment of disabled people
- Promote positive attitudes
- Take steps to meet needs of disabled people

St Elizabeth will continue to:

- Monitor Disability Equality and where there are significant changes report to Governing body
- Revise the policy every three years or sooner if needs be
- Consult with disabled users to inform actions

Gender Equality

The Gender Equality Duty places a duty on school to:

- Eliminate unlawful discrimination and harassment on the ground of gender
- Promote equality between men and women

St Elizabeth will continue to:

- Eliminate unlawful discrimination
- Promote equality between men and women

Community Cohesion promotes good relations between pupils from different races, faiths and socio-economic backgrounds.

St Elizabeth will continue to:

- Promote respect and tolerance among pupils through the PSHE, P4C, RRS programme and the RE curriculum.
- Celebrate cultural and religious differences
- Link with local parishes, local schools, local organisations, CAFOD, Catholic Children's Society and other local organisations

Impact Assessment

Impact assessment will be carried out on our policy and practice covering aspects of equality such as race, disability and socio-economic status. We will look for ways to improve practice as well as eliminate discrimination. A range of information will be gathered to help monitor policies and demonstrate progress in relation to equality impact assessments and inclusion.

Pupils

We will continue to gather information to carry out equality impact assessments by race and disability with regards to:

- Achievement and progression
- Participation in School Parliament
- Take up of extended school provision and Extra Curricular activities

Staff:

We will continue to collect the following with regard to disability, race and gender:

- staff recruitment, retention.
- CPD
- Disciplinary, grievance, competency

Roles and Responsibilities

Governors

The Governing Body is committed to the ethos of this faith school which manifests itself in ensuring that St Elizabeth is an inclusive school for all irrespective of race, gender and disability. The governors are committed to ensure discrimination is eliminated for those applying for roles within the school on the grounds of race, gender or disability.

Reasonable steps are taken to ensure the environment allows access for those with disabilities and that communication is inclusive for parents, carers and students.

The admissions procedure is all inclusive whatever a child's background, race or disability. It should of course be noted that Catholic children are given priority.

Head teacher

The Head teacher's role is to implement the Equality Policy supported by the governors.

The Head teacher will ensure all staff are aware of the equality policy and that staff apply guidelines fairly in all situations. All appointment panels must give due regard to the policy in order to avoid discrimination with reference to employment or continued professional development.

The head teacher promotes equal opportunities when developing the curriculum and participation in the life of the school.

All incidents of unfair treatment, bullying or discrimination are treated with due seriousness.

Staff

Staff live out the school ethos by treating other fairly, equally and with respect and will have due regard to the equality policy.

Staff will endeavour to provide appropriate positive images based on race, gender and disability. They will challenge any incidents that are disrespectful to gender, race, disability or sexual orientation involving students or other adults recording serious incidents and draw them to the attention of the Head or Deputy using the procedures that are in place within the school. It should be noted that a racist incident was defined by the Stephen Lawrence Inquiry Report (1999) as: any incident which is perceived to be racist by the victim or any other person.

Publishing the policy

In order to meet statutory requirements, we will publish our policy on the school website and we will publish our equality statement (below) on all policies.

Equality statement

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