



St. Andrew's Catholic Primary School

Equality Policy

2023-24

Mission Statement

Live, Love and Learn Together as Witnesses to Christ.

Opening statement

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. This Equality Policy Statement outlines the commitment of the staff and the Governors of St Andrew's Catholic Primary School to promote equality.

In accordance with our mission statement we strive to **Live, Love and Learn Together as Witnesses to Christ.**

In all our relationships and teaching, we endeavour to inculcate the Gospel values of reconciliation and forgiveness, inspired by the example of Jesus Christ.

Aim

At St Andrew's Catholic Primary School, we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

St Andrew's Catholic Primary School aims to promote pupils' spiritual, moral, vocational, social, and cultural development (SMVSC), with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

St Andrew's Catholic Primary School will aim to limit and abolish prejudicial incidents. We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum, that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a broad, balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

Dealing with prejudice

If you, your child or any other member of the school's community have ever felt that you have been a victim of a prejudice-related incident you should report this immediately to the Head Teacher. If you feel that you cannot do this, then you should contact the Chair of Governors (in writing via the school office) who will endeavour to get in touch with you at the earliest opportunity.

St Andrew's Catholic Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At St Andrew's Catholic Primary School, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Equality and dignity in the workplace

In the unlikely event that there are any prejudicial incidents against a member of staff then all incidents must be reported to either the Head Teacher or Chair of Governors (in writing via the school office).

If, for whatever reason, a staff member is dismissed, this will also be non-prejudicial until a thorough investigation has taken place.

St Andrew's Catholic Primary School does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Curriculum

We will seek to increase pupil's understanding and awareness of equality and strive to achieve equality of opportunities for our pupils throughout the school and the broader school community. We aim to remove inequalities in attainment throughout the school, especially where such inequalities exist in relation to groups with protected characteristics. This will continue to be carried out in line with the Catholic Ethos of the school.

Prejudice is not tolerated at St Andrew's Catholic Primary School and we are continuously working to maintain a more accepting and respectful environment for our entire school's community.

Admissions

The ethos of this school is Catholic. The school was founded by the Catholic Church to provide education for children of Catholic families. Our admissions arrangements do not discriminate on race, gender, disability or socio-economic factors. Whenever there are more applications than places available, priority will be given to Catholic children in accordance with the oversubscription criteria, as per the Admissions Policies.

Pupils with SEND (Special Educational Needs or Disabilities) are admitted within the normal admissions procedure of the school. Parents and pupils are invited to view the school along with all other parents on an Open Session, or on a private inspection by appointment. The Equality Act 2010 prohibits a school from discriminating against disabled children and young people in respect of admissions, related to their disability. The school Admissions Policy requires that a young person with SEND be treated fairly.

Equality Objectives

At St. Andrew's Catholic Primary School, we believe that children need to feel happy, safe secure and cared for.

All children are valued and respected for who they are. We are responsible for the needs of the whole child: physical, emotional, social, intellectual, creative and spiritual. Clear communication, good relationships and excellent behaviour are the keys to this ethos.

Working in partnership with parents, we build on this secure foundation to empower all children to take responsibility for and ownership of their own learning and development.

St. Andrew's Catholic School - Equality Objectives 2020 – 2024

- To narrow any gaps in attainment and progress that have arisen between groups of pupils; particularly between dis-advantaged and non-disadvantaged children of all ages; between the achievement of boys and girls, to ensure they reach at least their expected potential.
- To ensure effective strategies are in place to narrow the attainment gap for children on entry to Early Years, investing particularly in speech and language screening and interventions to provide the best possible chances for a successful education.
- To ensure that no adult or child is discriminated against regardless of their characteristics, both in school and when they have contact with our wider school community.
- To promote spiritual, moral, social, vocational and cultural development through all appropriate curricular opportunities, with particular reference to issues of tolerance, equality and diversity; thus preparing our children for life in an ever changing society.