

St Vincent De Paul R.C. Primary School, Knutsford

Mission Statement:

"It is the mission of this Catholic School to enable our children to become aware of the world that God has given them and to recognise their vocation and responsibilities within it."



EQUALITY PLAN

Policy Date: October 2017

Review Date: October 2020



Equality Plan



Mission Statement:

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1. School vision and statement of purpose
2. Mainstreaming equality into policy and practice
3. Equal opportunities for staff
4. Equality and the law
5. Tackling discrimination
6. Monitoring and Evaluation
7. Publishing the plan
8. Action plan

1. Statement of purpose and School vision

It is the mission of our school that we treat every child as a special and unique gift from God and we respect the dignity and individuality of all associated with our school community.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of age, sex, race, disability, marriage/civil partnership, religion and belief, sexual orientation, gender reassignment or pregnancy and maternity. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

The achievement and progress of pupils is monitored for minority groups and compared to that of other children. We use this data to support pupils, raise standards and ensure inclusive teaching.

We tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and the creation of an environment which champions respect for all.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

School Vision

- 🛡️ To ensure that the whole school is inspired by Gospel values and the living tradition of the Catholic faith;
- 🛡️ To create a quality environment which is stimulating and which provides love, security and a warm welcome for everyone;
- 🛡️ To promote and uphold the values of equal opportunities, to ensure that all members feel valued, have self-esteem and mutual respect for one another;
- 🛡️ To recognise that each child is a unique gift from God, and that it is our privilege and responsibility to support their life

2. Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways.

Teaching and learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement and progress data for minority groups and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school, population and local community without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

Admissions and exclusions

Our admissions arrangements are fair and transparent, in accordance with the Diocese of Shrewsbury's guidance.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

3. Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability, guided by diocesan procedures and in compliance with the law. However we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

Employer duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as age, sex, race, disability, marriage/civil partnership, religion and belief, sexual orientation, gender reassignment or pregnancy and maternity are considered when appointing staff or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

4. Equality and the law

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. The Equality Duty came into force on 5th April 2011 and has three aims:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

We understand the need to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age – does not apply to children in school
- Disability
- Gender reassignment
- Marriage/Civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

5. Tackling discrimination

- All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping, and to support the full range of diverse needs according to a child's individual circumstances.
- Incidents of discrimination should be dealt with by the member of staff present, escalating to a class teacher or member of the senior management team as required.
- All racist incidents are reported to the Head Teacher who reports them to the LA on a termly basis. (A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: "any incident which is perceived to be racist by the victim or any other person).

Types of incident

Types of discriminatory, harassment or bullying incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender.
- Use of derogatory names, insults or jokes.
- Racist, sexist, homophobic or discriminatory graffiti
- Provocative behaviour e.g. wearing racist, sexist, homophobic or discriminatory badges or insignia.
- Bringing discriminatory material into school.
- Verbal abuse or threats.
- Incitement of others to discriminate or bully due to a victim's race, disability, gender or sexual orientation.
- Discriminatory comments in the course of discussions
- Ridicule of an individual for difference e.g. food, music, religion, dress etc.
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

6. Monitoring and Evaluation

It is the responsibility of the Governing Body to monitor the effectiveness of this Equal Opportunities policy. The Governing Body can do this by:

- Monitoring the progress of children of minority groups and comparing it to the progress made by other children in the school.
- Monitoring the staff appointment process.
- Seriously considering any complaints regarding equal opportunity issues from parents/carers, staff or children.

7. Publishing the plan

In order to meet the statutory requirements under the Equality Act 2010 we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.

8. Action Plan

See actions outlined in plan below

Policy Date: Oct 2017 – valid for three years, but published annually

Policy Owner: Grainne Davies

Date for Review: Oct 2020

9. Equality Action Plan

Action	Monitoring of impact	Who	Timeframe	Success indicators
Publish and promote the Equality Plan through the school website, newsletter and staff meetings	Include question in next parent questionnaire	GD	2018-19	Greater awareness and familiarity of plan
Monitor and analyse pupil achievement of minority groups and act on any trends or patterns in the data that require action	Data analysis each term	SLT and GB	Each term	Narrowing of any gaps
Ensure that the curriculum actively promotes and positively models aspects of diversity	Review take up of clubs and track pupils who are reluctant to participate	All staff	Each term	Reduction in number of pupils not engaging
Ensure that displays promote and celebrate diversity	Learning walks	SLT and teaching staff	Ongoing	More diversity reflected in displays
Encourage the participation of all pupils in the rich and varied life of the school – clubs, areas of responsibility, teams etc	Analysis of club participation and ensure variety	All staff	Annually	Greater diversity of club membership and those in positions of responsibility
Specific training for new and existing staff relating to disabilities experienced by students	Teachers develop skills to deal with children who have specific disabilities	GD and RG	Annually/ when needed	Staff have greater understanding of disability issues.
To ensure that any future building	Feedback from visitors	GD and GB	Ongoing	School building

projects adhere to disability legislation				developed further with disability access
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