

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

Mission Statement:

*Believe, Trust and Be Ready*

*"That they may have life, and to the full" John 10:10*



## Equality Policy and Action Plan

Policy Date: February 2020

Review Date: February 2023



## **Content**

- 1. Aims**
- 2. Equality and the law**
- 3. Mainstreaming equality into policy and practice**
- 4. Equal opportunities for staff**
- 5. Tackling discrimination**
- 6. Links with other policies and plans**
- 7. Publishing the plan**
- 8. Monitoring arrangements**
- 9. Equality Action plan**

### **1. Aims**

The mission of our school is: 'Believe, Trust and be Ready.' "That they may have life and to the full" John 10:10. Our aims are:

- 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

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.

## **2. Equality and the law**

The Equality Act 2010 legally protects people from discrimination in the workplace and wider society. The Equality Duty has three aims:

- a. Eliminate unlawful discrimination
- b. Advance equality of opportunity
- c. 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

## **3. 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:

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

## **4. 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.

## **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 do not factor in the appointment of staff or re-evaluating staff structures. This ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

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

## **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.

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary.

## **6. Publishing the plan**

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

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

## **7. Links with other policies and plans**

This Equality policy and plan is linked to the following policies and documents:

- RE policy
- RSE policy
- Accessibility action plan
- Health and safety policy
- Special educational needs (SEN) policy
- Administration of medicines
- Anti-bullying policy
- Behaviour policy
- Child protection and safeguarding policy
- PHSE and citizenship policy

## **8. Monitoring arrangements**

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

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

Owner of policy: Bernadette Groarke and Governing body – via Personnel Committee

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## 9. Equality Action Plan

Action	Monitoring of impact	Who	Timeframe	Success indicators
Publish and promote the Accessibility and Equality Plan through the school website, newsletter and staff meetings	Include question in next parent questionnaire	Head	2020-2023	Greater awareness and familiarity of plan
Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require action	Data analysis each term	Head, SLT and Governors	Each term	Narrowing of any gaps
Ensure that the curriculum actively promotes and positively models aspects of religion, gender, race and disability	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	All 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 Have free clubs	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 pupils	Staff develop skills to deal with pupils who have specific disabilities	All staff	Annually and when needed	Staff have greater understanding of disability issues.
To make inclusion a thread which runs through all our activities. To ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity.	Through our curriculum, school will prepare children for life in a diverse society in which children can see their place in the local, regional, national and international community.	All staff	Ongoing	Planning reviews and self-evaluation demonstrate that a broad and balanced and appropriate curriculum provides equal opportunity for all pupils to maximize their potential.
All staff at St. Vincents will have high expectations of behaviour which demonstrates respect to others. Prevention strategies demonstrate a commitment to the development of the whole person within a supportive, secure and creative environment.	All staff vigilant in all areas of the school for any type of harassment and bullying. To deal effectively with all incidents.	All staff	Ongoing	Incidents of harassment and bullying are documented, dealt with positively and procedures followed.

Identify, respond and report racist incidents in line with policy.	Use data to assess school's response to incidents	Head and Governors	Each term	Prompt and appropriate response to all incidents and positive parental feedback
To ensure that any future building projects adhere to disability legislation	Feedback from Governors, visitors and outside agencies	Head and Governors	Ongoing	School building developed further for disability access