# St Philip Howard Catholic Primary School
# Equality, Diversity and Inclusion Policy

‘The Church repudiates as foreign to the mind of Christ, any discrimination against people or any harassment of them on the basis of their race, colour, condition in life or religion’

Vatican ll Nostra Aetate 1965

‘We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status’

The Common Good in Education. Catholic Education Service 1997

**STATEMENT OF INTENT**

St Philip Howard Catholic Primary School recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination. This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the school community and workforce.

We believe that the purpose of education is concerned with the development of the whole person. Each of us is a unique individual and we have diverse cultural, linguistic, religious and racial backgrounds.

When we speak of offering equal opportunities for all, it does not imply that everyone will be treated in exactly the same way: special measures may need to be taken to ensure equality of opportunity for diverse circumstances.

We aim to build a school community which is inclusive and lives out the values of diversity and equality.

We respect and treasure the richness that diversity brings, whilst ensuring that there are no obstacles to opportunity for all.

**LEGAL FRAMEWORK**

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- General Data Protection Regulation (GDPR)

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following school policies:

- Admissions Policy
- Complaints Procedures Policy
- Equal Opportunities Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations
- For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'.
- The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation

● Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against,harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the Governing Body.

The school's liability to not discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to "old pupils" communications and activities. The school will promote equality of opportunity for all staff and job applicants.

**OUR AIMS ARE:**

● To ensure a mutual respect for all pupils and staff;
● To provide appropriate academic education for all by helping all to achieve the best of which they are capable;
● To respect difference, value diversity and seek to prepare pupils for life in a multi-cultural society, promoting equal opportunities and good race relations;
● To help pupils appreciate the cultural traditions of which they are members and the diversity and richness of other traditions;
● To develop in all pupils and staff an awareness of and a commitment against all forms of discrimination;
● To ensure that learning resources show sensitivity to a range of different groups and cultures;
● To design school policies and practices so that no discrimination takes place, whether racial or in terms of disability or gender, this is especially important in the areas of admissions, recruitment, selection and appointment of staff, promotion, harassment and disciplinary procedures.

We see all learners and potential learners, and their parents, as of equal value, regardless of any protected characteristic.

The school is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that all staff comply with the appropriate equality legislation and regulations.

The school's Admissions Policy will not discriminate against any protected characteristic in any way.

**THE SCHOOL WILL:**

● Ensure staff are aware of their responsibilities, given necessary training and support, and report progress to the Governing Body;
● Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised;
● Foster positive attitudes and relationships, a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities;
● Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of any protected characteristic, and with full respect for legal rights relating to pregnancy and maternity;
● Reduce and remove inequalities and barriers that may already exist;
● Engage with a range of groups and individuals to ensure that those who are affected by a policy, procedure or activity are consulted and involved in the design of new policies, and in the review of existing ones;
● Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of any protected characteristic;
● Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equality.
● We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity.

**ROLES AND RESPONSIBILITIES**

The Governing Body will:

● Ensure that the school complies with the appropriate equality legislation and regulations;
● Meet its obligations under the PSED to publish equality objectives at least every four years commencing on the date of the last publication;
● Ensure that the school's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans;
● Ensure that the school's Admissions Policy does not discriminate in any way;
● Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body;
● Proactively recruit high-quality applicants from under-represented groups;
● Provide information in appropriate and accessible formats;
● Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement this policy and its procedures;
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD;
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy;
- Actively challenge and take appropriate action in any case of discriminatory practice;
- Address any reported incidents of harassment or bullying in line with DfE guidance;
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the Governing Body.
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Employees will:

- Be mindful of any incidents of harassment or bullying in the school;
- Address any minor issues of harassment or bullying and report any major breaches of the policy to the Headteacher;
- Identify and challenge bias and stereotyping within the curriculum and the school's culture;
- Promote equality and good relations, and not harass or discriminate in any way;

● Monitor pupils' progress and academic needs to ensure the appropriate support is in place;
● Keep up-to-date with equality legislation and its application by attending the appropriate training.

Pupils will:

- Not discriminate or harass any other pupil or staff member;
- Actively encourage equality and diversity in the school by contributing their cultural experiences and values;
- Report any incidences of bullying or harassment, whether to themselves or to others, to SLT;
- Abide by all the school's equality and diversity policies, procedures and codes.

The school will have an equality page on its website, in order to demonstrate how it is complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

**EQUALITY OBJECTIVES**

The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community. To achieve this, the school has established the following objectives:

- Monitor changes to the curriculum to ensure they result in good outcomes for pupils in all vulnerable groups, and to review the curriculum considering new performance measures;
- Implement effective strategies to support pupils in all vulnerable groups;
- Improve the quality of support for pupils in all vulnerable groups in the classroom;
- Continue to explore the use of new technologies to support pupils in all vulnerable groups in accessing their learning;
- The school will update all published equality documentation annually and will publish its objectives at least every four years.

**COLLECTING AND USING INFORMATION**

The school will collect equality information for the purpose of:

● Identifying key issues, e.g. unlawful discrimination in teaching methods;
● Assessing performance, e.g. benchmarking against similar organisations locally or nationally;

- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The school will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The school will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disabilities Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

The school will use the information they obtain to analyse any gaps present in their equality documentary, including the Equal Opportunities Policy.

Any personal data the school collects will be processed in accordance with the Data Protection Policy.

**PROMOTING EQUALITY**

In order to meet our objectives, the school has identified the following priorities:
● The school will provide auxiliary aids that are directly related to a disabled pupil's educational needs as a reasonable adjustment, so they can integrate wholly in all parts of school life;
● Staff will ensure that all pupils are able to take part in extra-curricular activities and residential visits, and the school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic;
● The school will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly;
● There will be various schemes of work designed to meet the abilities and learning styles of all pupils;
● Class and assembly time to reinforce pupils knowing and understanding how to respect each other;
● Expand anti-bullying week to a more continuous message;
● The school will routinely celebrate a diverse selection of authors;

● The school will routinely celebrate a diverse range of ethnic minorities contributions to society;
● The school will routinely celebrate cultural diversity and similarity;
● There will be a clearly defined disciplinary system stipulated in the Behaviour Policy, which will be consistently enforced;
● The school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils' needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling them to take as full a part as possible in the activities of the school;
● The school will ensure there is adequate access to the physical environment of the school;
The school will improve the delivery of written information to disabled children and young people;
● The school will seek the views of advisory staff, outside agencies and local schools;

Throughout the year, the school will plan ongoing events to raise awareness of equality and diversity. Equality objectives will be published at least every four years commencing on the date of the last publication.

Allegations of bullying and prejudice will be carefully monitored and dealt with accordingly.

Annual training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

**ADDRESSING PREJUDICE-RELATED INCIDENTS**

The school is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fare less well in the education system.

The school will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.

If incidents do occur, the school will address them immediately and may report them to the Local Authority.

## APPEAL PROCESS

Staff members retain the right to appeal against a decision on the acceptability of their appearance e.g., dress code, using the school's grievance procedure. The school will adhere to the Complaints Procedures Policy when following the grievance procedure.

## CURRICULUM

All pupils will be entitled to access a broad and balanced curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need.

When planning the curriculum, the school will take every opportunity to promote and advance equality.

When teaching the curriculum, the school will promote equality and will not subject individuals to discrimination.

The school will develop an appropriate curriculum for all pupils in all vulnerable groups. The school will ensure PSHE lessons are designed for pupils to develop their knowledge of the world and the importance of equality.

## MONITORING AND REVIEW

his policy will be reviewed annually, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the Headteacher and Governing Body by using:

- Individual attainment data;
- Equal opportunities recruitment data;
- Equality impact assessments;
- Ofsted inspection judgements on equality and diversity;
- Incident records related to harassment and bullying.

Any changes made to this policy will be communicated to all members of staff.

The school policies on Admissions, Code of Conduct, Behaviour Policy, Child Protection and Anti-Bullying should all be read in conjunction with this policy.