


St. Joseph's R.C. Primary School

Equalities Policy




At St. Joseph's RC Primary School, we aim to live out our Mission Statement in all areas of school life. Our Mission Statement is displayed prominently in every classroom and is a focus for children and staff alike – underpinning all aspects of life at St. Joseph's School.



Mission Statement

At St.
Joseph's
School,
we aim
to grow and learn together within
a loving and caring environment
which reflects
the Gospel
values. We
encourage
all our
children
to reach
their full
potential in
all aspects of
their education.



Equality Policy

Promoting the equality of all in our school and community is of fundamental importance to all who are part of St. Joseph's school community.

Within our community, we reflect the Gospel values and know that everyone shares God's love and deserves justice, respect and equal opportunities. St. Joseph's school promotes the wellbeing and achievement for all pupils and staff. We have a culture of inclusion and celebrate the diversity of all who are part of our faith community.

What we do:

St. Joseph's school 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 full potential as seen in the Mission Statement. 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. 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
- Prepare reports for 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. Joseph's 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. Headteacher.

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

All staff have 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

At St. Joseph's school we will continue to:

- Report to Governors regarding Equal Opportunities
- Monitor our plans and policies
- Analyse data with reference to tests, exclusion and inclusion
- 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 the needs of disabled people

At St. Joseph's school we will continue to:

- Monitor the Disability Equality Scheme and, where there are significant changes, report to the Governing body.
- Revise the scheme every three years
- Consult with disabled users to inform actions

Gender Equality

The Gender Equality Act places a duty on school to:

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

At St. Joseph's school we 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.

At St. Joseph's school we will continue to:

- Promote respect and tolerance among pupils through the PSHE programme and the RE curriculum
- Celebrate cultural and religious differences
- Link with local parishes, local schools, local organisations, CAFOD 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 student council
- 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:

- CPD
- Disciplinary, grievance, competency

Roles and Responsibilities:

Governors:

The Governing body is committed to the ethos of our school which manifests itself in ensuring that St. Joseph's school is an inclusive school for all, irrespective of race, gender and disability. The Governor's 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 if course be noted that priority is given to Catholic children.

Headteacher:

The Headteacher's role is to implement the Equality Plan supported by the Governor's.

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

The Headteacher 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 support and develop the school ethos by treating others fairly, equally and with respect and with due regard to the equality plan.

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 record serious incidents, and bringing them to the attention of the Head or Assistant Head using the procedures that are in place within the school. We note that a racist incident is defined as: any incident which is perceived to be racist by the victim or any other person (SL inquiry Report 1990).

Publishing the plan

In order to meet the statutory requirements, we will publish the plan on the school website.