

Our Lady of Peace Catholic Primary and Nursery School

'With Christ in our hearts, together we grow'

Equal Opportunities Policy and Equality Objective Statement.



By order of the Governing Body of Our Lady of Peace Primary School and
Nursery

Review Dates:	Date Reviewed: Teaching and Learning 24 th January 2019	Review Date: January 2020
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Statutory Policy

The school has a commitment to safeguarding and promoting the welfare of children.

Introduction

This Policy is written in line with our Mission Statement, With Christ in our hearts, together we grow. Christ is the foundation of everything we do and the gospels provide us with our influence and inspiration. We are therefore committed to promoting:

The uniqueness of the individual – We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

The search for excellence –We celebrate the enrichment of the total community which flows from diversity of age, gender racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are given every opportunity to develop their talents to the full.

The education of the whole person – We offer young people the experience of life in a community founded on Gospel values and working in harmony.

Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognize that it is also important to help pupils to value their own ethnic identity and cultural heritage as well as helping them to value that of others, irrespective of whether the school serves or is located in an ethnically diverse community.

The education of all – We have the duty to care for all and ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

Moral principles – Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

We will strive to ensure that - Any person recruited to the service of our school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them.

Children who are admitted to our school and their families are fully aware of our aims and objectives and undertake to support them.

All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

1. Aims

Our school aims to meet its obligations under the public-sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public-sector equality duty and protects people from discrimination.
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public-sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

3. Roles and responsibilities

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated annually
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

4. The equality link governor is Mrs Anne Bishop.

- They will: Meet with the designated member of staff for equality (Headteacher) at least annually, and other relevant staff members, to discuss any issues and how these are being addressed.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training. Report back to the full governing board regarding any issues.
- The Headteacher will: Promote knowledge and understanding of the equality objectives amongst staff and pupils. Monitor success in achieving the objectives and report back to governors.
- Identify any staff training needs and deliver training as necessary All school staff are expected to have regard to this document and to work to achieve the objectives as set out by the school.

5. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during weekly briefing. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training annually. The Headteacher is the designated member of staff for monitoring equality issues, and there is an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

6. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people who are connected to a particular characteristic they have (e.g. pupils with disabilities, or those who seek to change gender.)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling children of other world faiths to practice during term time or pray at prescribed times of the school day if they wish to)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of extra-curricular activities) In fulfilling this aspect of the duty, the school will:
- Record and track instances of bullying including homophobic or trans phobic bullying
- Authorise some absence in relation to observance of religious celebrations for children who practice other world faiths
- Continue to provide a wide range of extra-curricular activities and sporting/cultural opportunities that meet the interests of our children and encourage those with protected characteristics to participate

7. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Working with our local community. This includes inviting representatives of other faith groups to speak to children, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to further promote harmony between different groups of pupils within the school. For example, our School Council and our Faith Ambassadors have representatives from different year groups and is formed of pupils from a range of backgrounds. The School Governors and staff also represent our diverse community, and this is also promoted in our school website. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work closely with Our Lady of Peace Parish and other local Catholic Schools in our St Peter's Partnership. We celebrate the many different cultures that make up our school community.

8. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Is accessible to pupils who experience economic disadvantage
- Has equivalent facilities for boys and girls
- Staff actively consider our equality duties and ask ourselves relevant questions when planning school trips and activities.

9. Monitoring arrangements

The Headteacher will update the equality information we publish, at least every year. This document will be reviewed by the governing body annually.

10. Links with other policies and Guidance

This document links to the following policies:

- Accessibility plan

- Risk assessment
- **Link to the CES Guidance on Equality**
http://www.catholiceducation.org.uk/guidance-for-schools/equality/item/download/14916_981fd117582b649535bfd02715602c12

Equality Objectives Statement

1: To narrow the gap in attainment and progress of different groups of learners, with a particular focus on improving the achievement of pupils with SEN and/or disability (SEND), those in receipt of pupil premium and the 'More Able'

To achieve this objective, we plan to: Monitor and track each child's progress through pupil progress meetings, book moderation, tracking of data and observations to ensure that they are making good progress. Identify any additional support that is needed and act swiftly in ensuring each child's needs are being addressed.

2. Ensure that children arriving in school with little or no English are supported to make rapid progress in English to enable them to access the curriculum and to make expected progress.

To achieve this objective, we plan to: Promote and embed the Talk for Writing Programme, Drama lessons, Bug Club, small group interventions, Primary Writing Project, Achievement for all Project and I Talk. Give additional support from our Speech and Language if needed.

3. Ensure that staff and the full Governing Body are aware of current legislation surrounding diversity and equality and understand the school's responsibilities.

To achieve this objective, we plan to: have staff training in allocated staff meetings and for Governors to attend training.

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