

# Corpus Christi Catholic Primary School

Part of the Edith Stein Catholic Academy Trust



## Equality Policy

### OUR MISSION STATEMENT

***WE LIVE OUR LIVES LIKE JESUS***

**This means we will:**

- ✓ ***Support everyone on their journey of faith as they deepen their personal relationship with Christ and by recognising the love of God in their lives.***
- ✓ ***Promote everyone's well-being and nurture children to be confident, resilient and articulate with a self-belief that they can make a difference to their local community and wider world.***
- ✓ ***Encourage everyone to achieve their personal best, enjoy school and celebrate all achievements.***
- ✓ ***Celebrate our school's unique cultural diversity.***
- ✓ ***Reach out to Parents, the Parish and the wider community***

***Jesus is at the heart of all that we are and do together at Corpus Christi***

| <b>Responsibility</b>                  | <b>Date</b>  |
|--|--------------|
| Approved by Trust                      |              |
| Scrutinised and Inspected by Governors | March 2021   |
| Member of Staff Responsible            | Head teacher |
| Statutory/Non- Statutory               | Statutory    |
| Date Last Reviewed                     | March 2021   |
| Date of Next Review                    | March 2024   |

## **Our Vision**

### **“We live our lives like Jesus”**

At the heart of our vision for Corpus Christi lies the child. All children are different, all children are unique and should be treated as such. Our primary purpose is to enhance the quality of children’s learning through the effective and efficient delivery of the curriculum. We are committed to honesty, sensitivity and responsibility in all relationships. We will adopt a philosophy of continuous improvement in every aspect of the school’s work and life.

Corpus Christi Catholic Primary School wants to be recognised as a school at the heart of the community, providing an inclusive, safe, caring and stimulating environment in which to learn.

## **Equality Statement**

This school is committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background.

We aim for a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment, which champions respect for all. At Corpus Christi Catholic Primary, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

## **Legal Duties**

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity between people of different groups
- foster good relations

We understand the principal of the act and the work needed 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 (for employees)
- disability
- race
- sex (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information on the school’s website – to demonstrate compliance with the general duty across its functions (We will not publish any information that can specifically identify any individual)
- Prepare and publish equality objectives which we will review on an annual basis

- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis.

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British Values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

### **Religion or Belief**

The Act provides an exception from the prohibition on religion or belief discrimination in relation to schools with a religious character. The exception applies to anything done in connection with admissions or in relation to the school's governing board (in the case of Catholic schools). The Act allows schools with a religious character to discriminate because of religion or belief in relation to admissions and in access to any benefit or service.

Corpus Christi will be able to mark or celebrate events specific to the Catholic Faith or ethos without equivalent celebrations of events or acts of faith significant to other religions being celebrated.

Conduct of a teacher which is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher's employment should be terminated.

Preference can therefore be given to practising Catholics in appointments to teaching posts. This is extended to allow preference to be given to practising Catholics in non-teaching posts where there is genuine occupational requirement.

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and

staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and may seek support from the Local Authority Equality Team.

## **Equality Commitment Statements**

In accordance with our vision, we respect the equal rights of all our pupils and will educate them about equality. We also respect the equal rights of our staff and other members of the school community. We will comply with relevant legislation and implement school policy and plans in relation to race equality, disability equality and gender equality

Beyond those areas covered by our exemption as a Catholic School, we are committed to providing equality of opportunity to all pupils, staff and parents/carers.

### **1. *We are committed to combatting direct and indirect discrimination, harassment and victimisation. To achieve this we will ensure equality of opportunity is considered in:***

- Pupils' personal development
- Progress, assessment and attainment
- Behaviour (including exclusions)
- The curriculum, including the extended curriculum
- Teaching and learning
- Admissions and attendance
- Staff recruitment
- Staff professional development
- Partnership with parents and the local community
- Extended school provision
- Policy review and development.

Teaching approaches that provide equality of opportunity include:

- Ensuring that all resources and materials actively challenge any form of stereotyping
- Ensuring that all children have equal access to the curriculum
- Ensuring that the curriculum, takes account of the interests and concerns of all children.
- Avoiding any form of stereotyping when organising pupils into groups, assigning them to activities or arranging access to equipment.
- Taking account of pupils' specific religious or cultural beliefs relating to the representation of ideas or experiences or to the use of particular types of equipment.
- Enabling the fullest possible participation of pupils with disabilities or particular medical needs in all subjects, offering positive role models and making provision, where necessary, to facilitate access to activities with appropriate support, aids or adaptations.
- Every pupil should achieve high standards regardless of gender, race, disability, religion or belief, sexual orientation through teaching, provision, appropriate support and challenge.
- Behaviour management procedures are fair, effective and equitable

## **Public Sector Equality Duty**

Corpus Christi Catholic Primary School will meet its Public Sector Equality Duty (PSED) by identifying and publishing equality objectives, the impact of which will be reported on yearly and which will be reviewed at least every 4 years. The objectives and reports will appear on the school website. Progress towards these objectives will also be reported in HT reports to the governing board.

These objectives will be developed to address issues summarised below:

***Eliminating unlawful discrimination. Evidence of compliance can be found in:***

- Staff induction process
- Racist incident file
- Behaviour logs
- Behaviour and bullying policy
- Staff development and training needs in the School Development Plan
- Safeguarding policy
- SEN and Inclusion policy
- Equality Scheme
- Governor meeting minutes
- Complaints procedure
- Recruitment procedure interview notes
- Support for parents through making reasonable adjustments to meet their needs.

***Advancing equality of opportunity between people of different groups. To achieve this we will ensure equality of opportunity is considered in:***

- Ensuring that no group is underachieving by robust:
  - Evaluations of pupil outcomes and achievement;
  - Target setting and tracking data of all groups;
  - Pupil progress discussion and achievement analysis with class teachers;
  - Timely interventions and appropriate challenge.
- Evaluating incident reports and logs to identify patterns related to protective characteristics and identifying strategies and approaches to support people from these groups.
- Developing SEND provision and approaches including:
  - SEND and Inclusion policy
  - Interventions put in place
  - Medical advice sought and plans put in place for pupils with conditions that may affect school life
  - Liaison with professionals to remove barriers to learning.
- School self-evaluation, Policy review and development including:
  - Safeguarding and Child Protection Policies
  - Equality Scheme
  - Teaching and Learning policy
  - Curriculum Statements
  - School Improvement Plan
- Staff development and training needs in the School Development Plan
- Support for parents.

***Fostering good relations between people from all groups. To achieve this we will ensure equality of opportunity is considered in:***

- Personal, Social and Health Education policy and scheme of work
- Whole school events that include recognition and celebration of diversity;
- Wider opportunities including Portsmouth cluster events (e.g. sporting and cultural), after school and enrichment provision which support children to develop positive relationships with others
- Policies
  - Teaching and learning policy
  - Collective worship policy
  - Curriculum policies
  - Behaviour and anti-bullying policy
- Behaviour and incident logs
- School Council minutes
- Support for parents, including making reasonable adjustments so that they can support and access help for their

child/ren. e.g ensuring the school is accessible for parents with a disability, organising an interpreter to support parent-teacher meetings.

Please note these lists are not exhaustive.

Equality matters will be considered at SLT meetings and Governing Board meetings as part of the decision making process.

## Responsibility

We believe that promoting Equality is the whole school's responsibility:

| School Community        | Responsibility  |
|-------------------------|---|
| Governing Body          | Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.<br>Monitoring progress towards achieving equality objectives.<br>Publishing data and publishing equality objectives.<br>Ensuring that staff have access to appropriate training and resources.  |
| Head Teacher            | As above including:<br>Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.<br>Ensuring that all of the school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record report, and respond appropriately to prejudice related incidents. |
| Senior Leadership Team  | To support the Head as above<br>Ensure fair treatment and access to services and opportunities.<br>Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.  |
| Staff                   | Support the school and the governing body in delivering a fair and equitable service to all stakeholders.<br>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.<br>Design and deliver an inclusive curriculum.<br>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.<br>Support colleagues within the school community.                                 |
| Parents/Carers          | Work with the school, including governors, to address and identify barriers for the school community.<br>Inform the school where additional support maybe required to access information.<br>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.   |
| Pupils                  | Understand their role in follow the school's Mission Statement through their actions and words.<br>Treat everyone with respect and friendship   |
| Local Community Members | Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these<br>Take an active role in supporting and challenging the school to achieve the commitment made to the school   |

## Monitoring Arrangements

The governing board will

- Review and update the equality objectives we publish every year;
- Review the Equality Statement every 4 years;
- Receive regular reports from the Head teacher and/or Senior Leaders about the implementation of the policy on the core purpose of the school

***Please note the School's characteristics are reported in our annual review of objectives.***