

St. Robert's Catholic



Primary

St Robert's Catholic Primary School

Ysgol Gynradd Gatholig Sant Robert

Diversity and Equality Policy

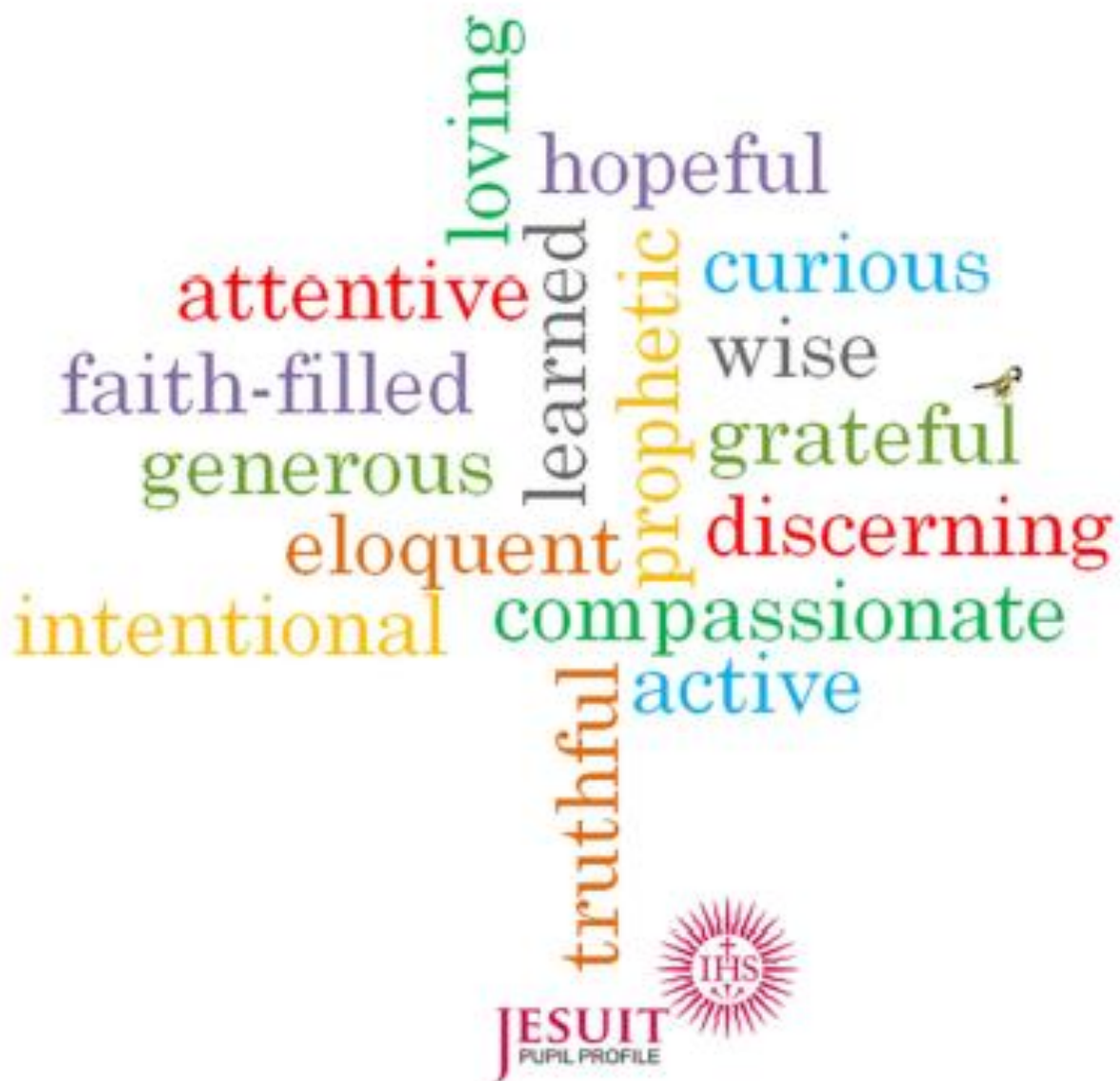
| | |
|-------------------|---|
| Scope | This policy applies to all stakeholders of the school |
| Policy Adopted By | Head Teacher and Governing Body |
| Signed | <i>C Beveridge</i> |
| Date | Spring 2024 |
| Date of Review | Spring 2028 |

Mission Statement - 'Jesus in Us' 'Iesu ynom Ni'

Jesus and the 'Good News' that He brings is the basis of our school life.

Each person in our school is unique and our intention is that they will be Ambitious, Capable Learners, Ethically, Informed Citizens, Enterprising, Creative Contributors & Healthy, Confident Individuals.

They will be Virtue - led and develop to their full potential - with Jesus as their guide, the Holy Spirit as their inspiration and God as their loving Father.



Introduction

This policy is informed by the requirements of the Equality Act 2010, which combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity. The 2010 act brings together into one act those areas known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

St Robert's is an inclusive school where we focus on the progress and wellbeing of every child and where all members of our community are of equal worth. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010. The act provides a framework to support this commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

This policy links specifically to a wide range of other school policies, such as anti-bullying, behaviour and discipline, recruitment. However, the implications of this policy apply across all other policies and all aspects of school life in the application of fair and equal treatment and opportunities for people of all protected characteristics. At St Robert's we believe that everyone has the right to be treated with dignity and respect and oppose any direct or indirect discrimination against individuals or groups on the basis of any nine protected characteristics.

In law, these characteristics are defined as: Age, disability, gender reassignment, marriage and civil **partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.**

Aims

- To uphold the requirements of the Equality Act 2010.
- To treat everyone equally irrespective of any protected characteristic.
- To maintain an ethos throughout the school in which pupils, staff, parents and visitors feel valued and secure.
 - To build self-esteem and confidence in our pupils, removing or minimising barriers to learning, so that all pupils can achieve the very best that they capable of.
 - To actively tackle discrimination and promote equality through school documentation, programmes of work, displays and communication channels.
 - To identify clear procedures for dealing quickly and fairly with any negative incidents.
 - To ensure that all staff and pupils are confident to challenge any incidents of discrimination.
- To work with other schools to share good practice in order to further improve this policy.

We have high expectations of **all** pupils and we aim to provide them with every opportunity to succeed by providing the highest standards of teaching and learning. Various pupil groups, including our Super Ambassadors and our Senedd, are encouraged to express their views and opinions about matters that affect them in accordance with Article 12 of the United Nations Convention on the Rights of the Child.

Responsibilities

Governing Body

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities including those arising from relevant legislation. With assistance from the Headteacher, the Governing Body will ensure that the policy and its related procedures and strategies are implemented.

Headteacher

The Headteacher is responsible, with the Governing Body, for ensuring that this policy and its related procedures and strategies are implemented. The Headteacher ensures that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities. The Headteacher will take disciplinary action against staff or pupils who are found to have discriminated on homophobic, disability, gender, religious or racial grounds. Any such incidents are recorded and reported to the local authority.

All staff

All school staff have a responsibility to comply with this policy and to keep themselves up to date with relevant legislation, including attending appropriate training and information events. The school aims to give staff regular training to deal with equalities and to promote familiarity with the Diversity Equality and Policy in order to identify and challenge racial and other forms of bias and stereotyping.

Teaching staff and Teaching Assistants

Teaching staff and Teaching Assistants ensure that all pupils have the opportunity to have full access to the curriculum and are included in all activities. Through their teaching and relations with pupils, parents, staff and the wider community, staff promote equality of opportunity and understanding of diversity.

Recruitment and Training

The Governing Body adheres fully to the BCBC fair recruitment procedures and ensures that the principles of equal opportunity are adhered to in all aspects of the recruitment process. The Governing Body welcomes applications for vacant posts from appropriately qualified persons regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

To facilitate implementation of this Equality & Diversity Policy, it is an aim that all teaching staff, non-teaching staff and as many governors as possible receive training on the implications of the relevant legislation for their roles in school. Ongoing training is provided for staff through the BCBC online training modules.

Admissions

Pupils' gender and information about all pupils' ethnicity, home language, religion and dietary requirements are collected through admission forms and entered on the school secure database (SIMS)

Attendance

We expect good attendance of all pupils and work together with staff, pupils, parents and the Education Welfare Service to ensure that high levels of attendance are maintained. The school has a well-established procedure for dealing with absences. Unexplained absences will be followed up with telephone calls and, in more serious cases, home visits and the involvement of the Education Welfare Service. Staff who follow up absences are aware of and sensitive to relevant cultural and religious issues.

We recognise pupils' rights to take time off for religious observance and make provision for pupils on extended leave by advising parents on support material to take with them. The taking of extended leave is discouraged.

Attainment, Progress and Assessment

Our aim is to ensure that all pupils achieve to the highest standards. We value many forms of personal and academic achievement. We monitor individual pupils' attainment and progress and carefully scrutinise the performance of pupils with a range of vulnerabilities, e.g. looked after, English as an additional language, to identify any differences between the performances of such groups. We aim to address disparities through planned and targeted support. The school is committed to taking all reasonable steps to ensure that the curriculum and extracurricular activities are available to all.

Celebrating and Catering for Diversity

We encourage all pupils to understand, respect and value peoples, cultures and faiths with which they are unfamiliar and foster a positive atmosphere of mutual respect and trust. We actively promote good personal relations in order to prepare all pupils for life in a diverse and multi-ethnic society.

We take every care to ensure that any specific cultural or religious needs of pupils are addressed in school. Advice is sought on catering for the dietary and dress requirements of different ethnic and religious groups.

Teaching and Learning

We take positive steps to ensure that all pupils can participate and feel that their contributions are valued. All teachers are aware of their pupils' cultural backgrounds and linguistic needs and teach about different cultural traditions with sensitivity. We encourage pupils of all backgrounds to work together with cooperation and understanding, learning from each other's varied experiences. Our teaching seeks to challenge prejudice and stereotypes, and we try to foster pupils' critical awareness of bias, inequality and injustice to help them identify and challenge discrimination.

Promoting cultural diversity through the curriculum

We have as an aim the recognition and understanding of cultural diversity in all curriculum areas; through teaching a balance of positive, culturally diverse content. Principles of equality and respect for people of different sexual orientation, gender, physical and intellectual ability and of different racial and ethnic groups are present throughout the curriculum and pupils are given opportunities to explore issues of identity and equality in the appropriate curriculum areas. We evaluate the appropriateness of the curriculum for pupils of all groups and, where appropriate, to monitor its effectiveness in promoting understanding of diversity.

Curriculum access

We make every effort to ensure that all pupils have access to the mainstream curriculum by taking account of their individual cultural backgrounds and linguistic needs, physical and intellectual abilities and by differentiating work appropriately.

Resources

Our resources and displays portray positive images of a range of people and cultures. We use a variety of resources to challenge stereotypes and all forms of discrimination and prejudice across the curriculum.

Contractors and Service Providers

We expect all contractors and visitors to the school to be treated and to behave in a manner that is consistent with this policy. Equal opportunity standards are incorporated into all contracts with service providers such as catering, cleaning and building maintenance.

Breaches of Policy

Complaints about the non-compliance with this policy are dealt with in accordance with the school's Complaints Procedure. Specific incidents of racial discrimination, harassment or victimisation involving members of staff are dealt with in accordance with the school's Whistleblowing, Grievance and Disciplinary Procedures.