



ST CHARLES'
CATHOLIC PRIMARY
SCHOOL

EQUALITY AND
DIVERSITY
POLICY

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AGREED: OCTOBER 2017

REVIEWED: SEPTEMBER 2018

NEXT REVIEW: SEPTEMBER 2019

Our Mission at St Charles' Catholic Primary School is to...
LOVE, LEARN, GROW TOGETHER

St Charles' Catholic Primary School
Equality and Diversity Policy

Our Vision and Aims for Equality and Diversity

At St Charles' Catholic Primary School we treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

We aim to:

- Maintain and promote a working partnership between the school, parents, and community which foster respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live, have mutual; respect for the values of others and work together as a team.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respect the needs of all children.

1. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and opportunity; advancing equality of opportunity involves treating people differently. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics'. These are: age, disability, gender reassignment (transgender), marriage/civil partnership, pregnancy/maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the nine protected characteristics to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences, which may be visible and non-visible. In promoting diversity we can meet different needs creatively, ensuring opportunities are available to all and potential is fulfilled. By promoting a diversity-friendly culture, we will be able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, staff, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community. All members of our school community – staff, pupils, parents/carers, governors - will be

treated equally and there will be no discrimination against anyone on the grounds of their sexuality, including those who define themselves as LGBTQ+.

2. Purpose and Scope of the Policy

This policy sets out St Charles' Catholic Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with outreach services.
- Support children's emotional needs through play therapy, counselling and other therapies.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and by challenging stereotyping and discrimination.
- Liaising with groups from the local community.
- Monitor and review this policy annually and making it accessible through the school website or in an alternative format, as requested.
- Providing links to a school Family Support Worker when the school deems it necessary to work closely and engage with parents from all groups and develop links within the community.

The policy applies to:

- School Governors
- Staff
- Pupils (as appropriate)
- Visitors to the school
- Multi-agency Professionals
- Contractors

3. Roles and Responsibilities

All members of the school community: governors, staff, pupils, parents, and visitors have a part to play in implementing the policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility we will:

- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training/development and updates, as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified need and priorities of our school.

In addition School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

Breaches of Policy

St Charles' Catholic Primary School views any form of discrimination as a serious misconduct. Any allegations of a breach of the policy will be investigated by the Head teacher, or, where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

4. Monitoring and review

St Charles' Catholic Primary School has specific duties under Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This statement can be found on our school website www.stcharlescatholicprimary.com

5. Bullying and Diversity incidents

a. Pupils

St Charles' Catholic Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents or visitors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic), is unacceptable. Incidents will be logged in Behaviour Books, investigated and appropriate actions taken to prevent future incidents and to support the victim.

b. Staff, Visitors and Governors

The council and St Charles' Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

c. Parents and Carers

The council and St Charles' Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

6. Diversity Complaints

St Charles' Catholic Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the Head teacher or Chair of Governors.