



SACRED HEART

CATHOLIC PRIMARY SCHOOL & NURSERY

Equality at Sacred Heart Catholic Primary School & Nursery

What this means to us:

- We celebrate different abilities in many ways whilst also supporting the specific needs children may have. We teach children to celebrate difference and that difference is not about lack or less but about rights, needs, attitude and access. We teach the children that equality is not about everyone getting the same but about everyone getting what they need and what will help them the most.
- Each child is unique and we prioritise the time to consider their bespoke needs. We value and act upon the contribution from parents/carers and from specialist professionals to ensure a child's needs are fully met.
- We recognise that SEND can affect a child's achievement or social experience in very different ways and we strive to support individuals and remove barriers to their development wherever possible. Through social development and interaction our aim is to increase confidence and self-esteem to enable our children to achieve their fullest potential.

How we promote disability equality and help all children get on well together:

- We teach children about disability equality through the curriculum and it is embedded in Catholic ethos and our wider school ethos.
- In our provision, visual timetables and visual aids and references are used in all classes for SEND needs and EAL support. In assemblies, concerts and presentations they will be pictorial and visual to foster good relations between those with protected characteristics and those without.
- We think of our children that do not enjoy loud sounds or clapping in classes and whole school assemblies so use "silent clapping".
- We use symbolised resources to aid written communication and understanding throughout the school.
- We celebrate the successes of all our children and encourage peer support. As appropriate, with parental/carer consent/involvement, we



SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

- support children with disabilities to teach their peer group about their specific needs. Difference is often obvious to children and this benefits from being discussed and accepted openly to support positive relationships. Children have become so confident about their differences that they have been enabled (as older primary children) to talk to their whole class or the school about their own disabilities.
- All children at Sacred Heart have equal opportunities to access all areas of school life. This includes clubs (support or adaptations are offered as appropriate) and trips including residential trips in Year 6.
- Children may become diagnosed with a learning disability during their time at Sacred Heart. We have clear pathways to diagnosis of specific learning difficulties/disabilities and parents/carers and outside agencies will be involved with this process and fully supported. Parents and carers are welcome to discuss any concerns about their child's development at any time and will receive information about additional support regularly.

What we avoid/don't tolerate:

- We talk to the children about different skills, achievements and abilities and avoid labels associated with ability. They are specifically taught how to include everyone and how to listen to each other's ideas respectfully.
- We treat insults related to ability/disability seriously in line with our Behaviour Policy.

How we would like to improve our Disability Equality work:

- This includes curriculum developments (every subject leader's action plan aims to develop equality and diversity within their curriculum area) and everyday learning and teaching practice including historical/scientific contributions of disabled people
- To further develop children's understanding of individual needs.



SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

Gender Equality at Sacred Heart Catholic Primary and Nursery

What this means to us:

- **Stereotyping** means expecting girls and boys to behave or look a particular way. We recognise that there is still **pressure** in **society** to conform to gender specific roles/looks and we need to teach children about this.
- We value **individuality** and this includes individuality in children who don't want to act or dress in a way that is 'typically like a boy' or 'typically like a girl'.
- We respect and support children's gender identities whether they accept, question or want to change the gender ascribed to them at birth.

How do we promote gender equality?

- The school community carefully consider the way pupils are organised and the language used to avoid inadvertent segregation. We encourage everyone to be respectful to all our community and visitors.
- Staff do not ask children to get into boy and girl groups/teams in PE.
- Staff do not line up children in boy/girl lines e.g. for lunch and assemblies.
- We give careful consideration to certain gender specific clubs or activities so we don't positively discriminate –eg research has shown that boys usually sign up for sports clubs and this can impact the uptake for girls.
- We make sure that there is a gender balance to our pupil surveys; school councils, etc., so that we hear the voice of boys and girls equally.
- We teach the children about stereotyping within the curriculum and we are conscious about checking toys/displays/book corners.
- We challenge stereotypes through the books we read children; choices of images we present, etc.
- We analyse all our data by gender to check if there is an issue we need to address (e.g. improving the attainment of boys in writing).



SACRED HEART

CATHOLIC PRIMARY SCHOOL & NURSERY

What we avoid/don't tolerate:

- We don't tolerate gender insults.
- We try to make sure reading books reflect our gender equality policy. If you find a book that you think gives the wrong message, please tell your child's class teacher – as we recognise some may slip through the net and we will be able to use them to teach children about gender equality. We do have books that are obviously aimed at girls or boys and we know these appeal to children – we avoid stories that give stereotypical messages about girls' or boys' roles in the world.

How we would like to improve our Gender Equality work:

- We are creating more sporting opportunities for girls and in particular competitive team events.
- We want to support more boys to explore activities deemed typically 'female' eg hockey, netball, dance.
- We aim to increase children's understanding of gender stereotyping and sexism and begin these discussions earlier, from the beginning of EYFS. This includes curriculum developments (every subject leader's action plan aims to develop diversity within their curriculum area) and every day learning and teaching practice.

Race and Heritage Equality at Sacred Heart Catholic Primary and Nursery

What this means to us:

- We value all our children as individuals and recognise the diversity of racial and cultural heritage within our community.
- Through our curriculum planning, we find as many opportunities as possible to teach the children about other cultures and ethnicities and links to the cultures and ethnicities of our families.



SACRED HEART

CATHOLIC PRIMARY SCHOOL & NURSERY

- We make sure toys, displays, books etc., reflect a range of people from different cultures and avoid stereotypes.
- We have themed assemblies and teach the children about diversity as part of the curriculum.
- We celebrate Black History Month but this is not limited to the month of October.
- We hold a 'Celebrating you' day in which we celebrate and respect the range of cultural backgrounds across the school.

What we avoid/don't tolerate:

- We teach children about being kind to all and that everyone is valued as an equal. We look at tolerance of all faiths and cultures every week in assembly. We have a zero tolerance policy towards the use of cultural or racial insults; racist comments are treated seriously in line with our Behaviour for Learning Policy. This also includes any comments made within the school premises from any stakeholders (eg., Parents)

How we would like to improve our work:

- We are developing and continuously assessing our curriculum to explore similarities, differences and uniqueness from EYFS.
- To increase representation of ethnicity and cultures in our school. This includes curriculum developments (every subject leader's action plan aims to develop diversity within their curriculum area) and every day learning and teaching practice.

Religious or Belief Equality at Sacred Heart Catholic Primary and Nursery

What this means to us:

- We are a Catholic School and live the Catholic values in all that we do.
- We value the diversity of religious belief and other philosophical beliefs within our local and wider community. We also respect the right to have no religion or belief.



SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

- We recognise that an understanding of religious/belief education plays an important role in helping to keep our community a tolerant and inclusive place in which to live.
- Our Religious Education curriculum gives young people the opportunity to develop an understanding of the Catholic faith it also includes the learning of other people's beliefs and therefore helps young people live in a diverse society. This is in every year group.
- Children are encouraged to ask questions and explore stories from a range of faiths.
- We respect the right of families to celebrate key religious festivals and authorise absences accordingly in line with the Liverpool Local Authority guidance.
- We respect the religious wishes of families regarding participation and exclusion in school celebrations (for example Christmas performances and birthday assemblies).

What we avoid/don't tolerate:

- Insults related to belief or religion are never tolerated and are treated seriously in accordance with the Behaviour for Learning Policy.

How we would like to improve our work:

- We would like to include more members of our school community to come and talk about their faith and how this affects their way of life.
- We are aiming to make sure all religions and special religious festivals celebrated by our families are also recognised in/through school.
- We aim to plan more opportunities for children to talk about their own beliefs.
- We would like to invite representatives from different faith communities to speak in our RE lessons and assemblies. Children also make visits to different places of worship within our community.



SACRED HEART

CATHOLIC PRIMARY SCHOOL & NURSERY

Family Equality at Sacred Heart Catholic Primary and Nursery What this means to us:

- We value all family types as equally special and in line with the National curriculum children will be proactively taught that other children's families can be different to their own family type.
- We will celebrate the diversity of our families through the curriculum areas such as RSHE/PSHE. Our hope and experience is that by celebrating family diversity encourages children to recognise that there is variety of family types in our community.
- We use resources that include a variety of family types.
- We realise that there are financial inequalities between families at SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY and we ensure no family or child is excluded from a school event or activity for financial reasons and we ensure that we do not add stress or embarrassment to families.
- We recognise that some children may have been exposed to adverse childhood experiences and we are sensitive to areas of the curriculum/the calendar year that may affect children.
- We know that change and transition are sensitive times for children with attachment difficulties or other special educational needs and will always work with parents/carers to support this. We can also celebrate fostering or adoption days if children would like to do so.

What we avoid/don't tolerate:

- We don't tolerate any insults about families and these are dealt with in accordance with the Behaviour Policy – we also take any insults as an opportunity to educate children about diversity and equality.
- We don't tolerate any homophobic insults. The casual use of 'gay' as a negative adjective is never tolerated and children are taught why this can never be acceptable.



SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

How we would like to improve our Family Equality work:.

- We will consult on using the term 'grown ups' as a general term rather than 'mums and dads' to refer to children's significant adults so that children who live with one parent; two mums; two dads; foster parents or who live with extended family don't feel that their own family make-up is not included.
- We would ask club providers to use this language too. Not only to avoid certain language, we would also actively talk about different family types so children regularly hear all family types recognised in our language.

Staff Equality at SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

What this means to us:

- SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment and in which all decisions are based on merit.
- We do not discriminate against staff based on the protected characteristics: age, disability, gender re-assignment, marital or civil partner status, pregnancy or maternity, race, colour nationality, ethnic or national origin, religion or belief, sex or sexual orientation.
- In respect of staff recruitment we reiterate our commitment to equal opportunities in all adverts and monitor our recruitment process.
- We always follow the HR guidance from the AOL and LCC.
- We have undertaken relevant training.
- We are committed to ensuring equality, diversity and inclusion expectations are included in the induction process of all staff.

What we avoid/don't tolerate:

- We do not tolerate acts of discrimination or harassment in the school community. We are committed to ensuring that any form of harassment is dealt with both sensitively and speedily.



SACRED HEART CATHOLIC PRIMARY SCHOOL & NURSERY

How we would like to improve our Staff Equality work:

- Continue to develop unconscious bias and equality training for all staff.
- Have staff CPD to audit and highlighted equality expectations and responsibilities. Provide all staff with the opportunity to reflect on and consider equality, equity and inclusion issues for all staff and pupils including those with any protected characteristic.
- Complete KCSIE training mid year as well as Sept Inset.

For further information and detail please find our Equality Policy and Objectives and Equality Statement of compliance at

<https://www.sacredheartliverpool.school/equality-information>