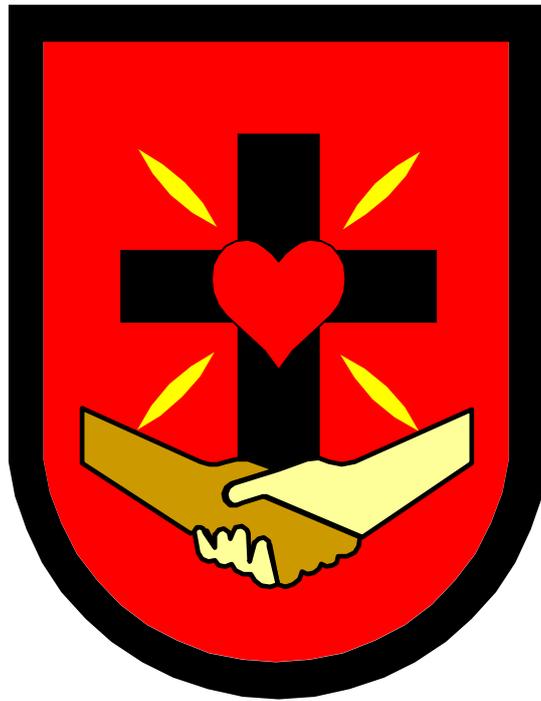


Sacred Heart Catholic Primary School



Equality Policy

All school policies take account of the school's ethos, which is enshrined in our Mission Statement and whole school community Code of Conduct.

MISSION STATEMENT

This is our school

Together we worship

Together we learn

Together we belong

With the love of God,
our dreams and ambitions come true.

CODE of CONDUCT

Whilst at Sacred Heart Catholic Primary School our dreams and ambitions will come true by...

- ✓ Following in Jesus' footsteps
- ✓ Protecting each other and the environment in which we work and play
- ✓ Listening to each other and talking through our problems
- ✓ Trying to take responsibility for our own actions
- ✓ Treating each other how we would like to be treated
- ✓ Understanding that it takes a full team to score many goals

SAFEGUARDING STATEMENT

“Sacred Heart Catholic Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”.

Equality Policy

AGREED BY STAFF: **October 2016**

AGREED BY GOVERNORS:

REVIEW DATE: Reviewed annually and formally in September 2020

EQUALITY DUTY STATEMENT

The Equality Act 2010 has replaced all previous equality legislation, including the Race Relations (Amendment) Act, The Disability Discrimination Act and the Sex Discrimination Act.

It is now unlawful to discriminate against members, or prospective members of the school community, either directly or indirectly, with the following protected characteristics:

- Disability
- Sex
- Gender reassignment
- Race
- Religion or belief
- Sexual orientation

The general duty has three parts to which public authorities must pay due regard:

- to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- Schools and local authorities have two sets of specific duties: to publish information which demonstrates their compliance with the duty to have due regard for the three aims of the general duty (see above);
- to prepare and publish objectives which they will pursue over the coming years to achieve the three aims.

In line with the Act, the following statement demonstrates the school's commitment to providing equal and inclusive educational and non-educational services in a non-discriminatory manner for all members of our school community.

At Sacred Heart we are committed to ensuring equality of education, opportunity and treatment for all employees, pupils and any others involved in the school community, particularly those who share

relevant protected characteristics. We aim to ensure that they are not treated less favourably in any procedures, practices or service delivery, while also developing a culture of inclusion and diversity in which people feel free to disclose their needs and participate fully in school life. The achievement of all groups will be monitored and we shall use this data to raise standards and ensure inclusive teaching. We shall make reasonable adjustments to ensure that the school environment is as accessible as possible.

At this school we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

Currently we have 110 boys and 94 girls:

Class	Boys	Girls	Total
Little Hearts	6	4	10
Nursery	9	5	14
Reception	9	11	20
Year1	13	12	25
Year 2	18	12	30
Year 3	14	12	26
Year 4	16	13	29
Year 5	8	15	23
Year 6	17	12	29

The majority of them are of catholic/Christian background. The proportion of minority ethnic groups is 51.7%. We currently have 19.2% children with additional needs (figures accurate at 10/2016)

How we achieve this:

Identify groups (who share a protected characteristic) within our school community;

- Actively engage and consult with our school community;
- Ensure all staff and Governors are aware of the Equality Act;
- Promote positive role models throughout school life and delivery of the curriculum;
- Gather data on the achievement and attainment of pupils who share protected characteristics;
- Embed equality in our school ethos;

Regular monitoring of progress against objectives set; fully integrate equality into School Management;

- Systematically assess the impact across all school policies and practices to ensure they comply with the Equality Act;
- Ensure equality requirements are built into procurement contracts where necessary;
- Make reasonable adjustments, where possible, to ensure quality of access to the same standard of education and working life.

OBJECTIVES

General Duty – to eliminate discrimination, harassment, victimisation and any other conduct which is prohibited by or under the Act

- To enhance the school community's understanding of the common good;
- To ensure zero tolerance towards prejudice and bullying.

General Duty – to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

To maintain high standards of inclusive practice and procedures;

To ensure equality of access and opportunity for all;

To continue to identify barriers to learning and participation and provide appropriately to meet a diversity of needs.

General Duty – to foster good relations between persons who share a relevant characteristic and persons who do not share it

To sustain a curriculum which embraces and celebrates cultural diversity and the international dimension through a rich range of experiences, both in and beyond the school;

To retain high standards and inclusive teaching and learning which incorporate the Olympic values.

To be read in conjunction with all other relevant policy documents, the Equality Action Plan, other action plans and School Management Plan.