

# ST PETER'S CATHOLIC PRIMARY SCHOOL



## Single Equalities Policy

Mission Statement: Through Loving God everyone at St Peter's is committed to creating a happy, secure and loving environment, which has Christ at the heart of its community, where everyone is valued and included and shows respect for each other.

### 1. STATEMENT OF PRINCIPLES

The policy outlines the commitment of the staff, pupils and governors of St Peter's Catholic School to ensure that equality of opportunity is available to all members of the school community. For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of the school community. These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

At St Peter's Catholic School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their

potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

## Children's Views

### What 'equality' means to us

- ***You may be different in many ways, but you can still be friends.***
- ***It's not just what people look like; everyone should be treated in the same way.***
- ***It doesn't matter what you believe in, we should just get on with each other.***
- ***If you are older, it doesn't mean you are better.***
- ***If someone has a different accent or colour of skin, they should be treated the same as everyone else.***

As a Catholic School we are committed to the belief that all that happens, the curriculum, the relationships, the priorities, the aims and objectives, the pastoral care and the discipline has the potential to speak of God's loving care for each individual involved in the school's life. The school's mission statement reflects this; through loving God there is a commitment to ensuring a happy, secure loving environment for learning where children are taught to value the differences in society and the need to respect one another. All children are developed as independent motivated learners.

Our belief that God made us in his own image ensures that equal opportunity is open to all at St Peter's regardless of gender, race, colour or faith. Children are taught to value the differences in each other.

## OFSTED 2007

St Peter's is very popular with parents who feels it stands out from the crowd because of the focus on every child's individual needs. They appreciate the happy, welcoming community atmosphere, which is such a strong part of the school ethos. Pupils' personal development and well being are excellent. Pupils are friendly, kind and courteous and actively search out ways to help others.

Pupils personal development is at the heart of the school and is outstanding. Pupils are adamant there is no bullying or racial harassment in their school.

## OFSTED 2012

Parents, carers, pupils and staff are highly positive about behaviour and safety. Pupils' consistently thoughtful behaviour is an outstanding factor in their successful learning and promotes an extremely positive school ethos. They are highly considerate and extremely supportive of each other in lessons. Pupils have an excellent understanding of different types of bullying, such as physical, racist and name calling. They say such occurrences are very rare and are confident any incidences would be dealt with quickly by adults.

## 2. SCHOOL IN CONTEXT

For example:

- Currently there are 117 boys and 97 girls in school.
- 166 pupils are white British with 9 pupils white other than British and 7 pupils white mixed race and 1 pupil who is Pakistani.
- There is one Governor who is white other than British.
- 5 pupils have English as a second language. (Italian, Polish, Spanish, Urdu)
- 1 pupil has an Education, Health and Care Plan
- The school is physically accessible.
- Are there no particular demographic trends in the local area.
- The school has 4 children in care.

## 3. ETHOS & ATMOSPHERE

- At St Peter's Catholic School, the leadership of the school community demonstrate mutual respect between all members of the school community.
- There is an *openness* of atmosphere which welcomes everyone to the school
- All within the school community challenge any type of discriminatory and/or bullying behaviour, eg through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions
- All pupils are encouraged to greet visitors to the school with friendliness and

respect

- The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored
- Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities and Religious Education.
  - School lies between the 20<sup>th</sup> and 40<sup>th</sup> centile for deprivation
  - 98% of pupils are Catholic/Christian with 0.5% Muslim.

## **4. POLICY DEVELOPMENT**

This policy applies to the whole school community. It has been drawn up as a result of the outcomes of a transparent process and through consultation with:

Parents

Staff

Governors

Parish Community

## **5. MONITORING & REVIEWING**

St Peter's an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential.

We collect and analyse a range of equality information for our pupils. Using the LSIP group analyses provided for us by the Local Authority and Raiseonline. We scrutinize the achievement and attainment of groups of pupils regarding gender, race, disability, special needs and free school Meals (FSM). We also analyse the pupil questionnaire (provided by the Local Authority) carried out annually regarding pupils' views of racism & bullying. This analysis forms part of our action plan.

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary.

Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information. School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances. As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

- Attendance
- Exclusions and truancy
- Racism, disabilism, sexism, homophobia and all forms of bullying
- Parental involvement
- Participation in Extended Learning Opportunities

Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

St Peter's School is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

*The Employment Duty within the legislation states all schools should collect information on staff in post, and applicants for employment, training and promotion. This is deemed to be best practice in order to identify potentially discriminatory practice.*

We collect and analyse a range of profile information for our staff and governors:

Applicants for employment, staff profile, governing body profile, attendance at training events, disciplinary and grievance cases, staff appraisal/performance management, exit interviews.

Confidentiality is maintained and impersonal data is reported.

At present we have no issues identified from the analysis of data.

Due regard is given to the promotion of equality in the School Improvement Plan. The person responsible for the monitoring and evaluation of the policy and action school development plan is the headteacher.

Her role is to:

- Lead discussions, organise training, update staff in staff meetings, support discussions.
- Work with the governing body on matters relating to equality.
- Support evaluation activities that moderate the impact and success of this policy.

## **6. DEVELOPING BEST PRACTICE**

### **Learning and Teaching**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Provide equality of access for all pupils and prepare them for life in a diverse society
- Use materials that reflect a range of cultural backgrounds, without stereotyping
- Use materials to promote a positive image of and attitude towards disability and disabled people
- Promote attitudes and values that will challenge discriminatory behaviour
- Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions
- Develop pupils' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality

- Ensure that the whole curriculum covers issues of equality and diversity;
- All subject leaders will, where appropriate, promote and celebrate the contribution of different cultures to the subject matter
- Seek to involve all parents in supporting their child's education
- Provide educational visits and extended learning opportunities that involve all pupil groups
- Take account of the performance of all pupils when planning for future learning and setting challenging targets
- Make best use of all available resources to support the learning of all groups of pupils
- Identify resources and training that support staff development

## Learning Environment

There is a consistently high expectation of all pupils regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils
- Adults in school will provide good, positive role models in their approach to all issues relating to equality of opportunity
- The school places a very high priority on the provision for special educational needs and disability. We will meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work
- The school provides an environment in which all pupils have equal access to all facilities and resources
- All pupils are encouraged to be actively involved in their own learning
- A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for all pupils

- Consideration is given to the physical learning environment – both internal and external, including displays and signage

## Curriculum

At St Peter's Catholic Primary School, we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity
- Pupils will have opportunities to explore concepts and issues relating to identity and equality
- Steps are taken to ensure that all pupils have access to the mainstream curriculum by taking into account their cultural, backgrounds, linguistic needs and learning styles
- All pupils have access to rewards and certificates which recognise attainment and achievement and promote progression

## Resources and Materials

The provision of good quality resources and materials within St Peter's Catholic Primary School is a high priority. These resources:

- Reflect the reality of an ethnically, culturally and sexually diverse society
- Reflect a variety of viewpoints
- Show positive images of males and females in society
- Include non-stereotypical images of all groups in a global context
- Are accessible to all members of the school community

## Language

We recognise that it is important at St Peter's Catholic Primary School that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images of particular groups identified at the beginning of this document

- Creates the conditions for all people to develop their self esteem
- Uses accurate language in referring to particular groups or individuals and challenges in instances where this is not the case

## **Extended Learning Opportunities**

It is the policy of this school to provide equal access to all activities from an early age. We undertake responsibility for making contributions to extended learning opportunities and are aware of the school's commitment to equality of opportunity (e.g. sports helpers, coach drivers) by providing them with written guidelines drawn from this policy. We try to ensure that all such non staff members who have contact with children adhere to these guidelines.

## **Provision for Bi-lingual Pupils**

We undertake at St Peter's Catholic Primary School to make appropriate provision for all EAL/bi-lingual children/groups to ensure access to the whole curriculum.

These groups may include:

- Pupils for whom English is an additional language
- Pupils who are new to the United Kingdom
- Gypsy, Roma and Traveller Children
- Advanced bi-lingual learners
- Use first language effectively for learning

## **Personal Development and Pastoral Guidance**

Staff take account of gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination and the experience and needs of particular groups such as Gypsy, Roma and Traveller, refugee and asylum seeker pupils

- All pupils are encouraged to consider the full range of career opportunities available to them with no discriminatory boundaries placed on them due to their disability, gender, race or sexual orientation (whilst acknowledging that a disability may impose some practical boundaries to some career aspirations)
- All pupils/staff/parents/carers are given support, as appropriate, when they

experience discrimination

- We recognise that perpetrators may also be victims and require support.
- Positive role models are used throughout the school to ensure that different groups of pupils can see themselves reflected in the school community
- Emphasis is placed on the value that diversity brings to the school community rather than the challenges.

## **Staffing and Staff Development**

We recognise the need for positive role models and distribution of responsibility among staff.

- This must include pupils' access to a balance of male and female staff at all key stages where possible
- We encourage the career development and aspirations of all school staff
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils
- Access to opportunities for professional development is monitored on equality grounds

## **Staff Recruitment**

All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process

- Equalities policies and practices are covered in all staff inductions
- All temporary staff are made aware of policies and practices
- Employment policy and procedures are reviewed regularly to check conformity with legislation and impact

## **Partnerships with Parents/Carers/Families and the Wider Community**

We will work with parents/carers to help all pupils to achieve their potential:

- All parents/carers are encouraged to participate in the full life of the school.
- A Parent's Forum has been set up, as part of the schools' commitment to equality and diversity.

- The Governing Body considers and monitors all equality analysis and evaluation.
- Members of the local & parish communities are encouraged to join in school activities

## **7. ROLES & RESPONSIBILITIES**

- Our governing body will ensure that the school complies with statutory requirements in respect of this policy and school development plan
- The headteacher is responsible for the implementation of this policy, and I ensures that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The headteacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other and staff with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
  - We will take steps to ensure all visitors to the school adhere to our commitment to equality

## **8. COMMISSIONING & PROCUREMENT**

St Peter's Catholic Primary School will ensure that we buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process.

## **9. THE MEASUREMENT OF IMPACT OF THE POLICY**

This policy will be evaluated and monitored for its impact on pupils, staff, parents and carers from the different groups that make up our school. An action plan will be published to enable an impact assessment to be undertaken at the appropriate time within a given timescale.

## **10. PUBLICISING THE POLICY AND THE PLAN**

We intend to publicise our policy through the School Web Site, Induction Booklet, and Prospectus.

## **11. ANNUAL REVIEW OF POLICY**

We have been legally required to report annually on our progress and performance in respect of our policy covering ethnicity, disability and gender and to report annually on our progress to improve access for disabled pupils, including access to the curriculum, physical access and access to information. Taking this single equality approach, we will incorporate all requirements into one annual report which meets the requirements of the new legislation and which will formulate the basis for the annual school development plan.

Our policy has a life span of three years and therefore we will review and revise our scheme as part of a three-year cycle.

## **12. EQUALITY IMPACT ASSESSMENTS**

*Undertaking equality impact assessments (EIAs) is similar to undertaking health and safety risk assessments. It involves predicting and assessing what the implications of a policy, function or strategy will be on a wide range of people. EIAs were introduced with the Race Equality Duty and are now also required for both disability and gender. It is also best practice to consider age, religion and belief, and sexual orientation as part of this process.*

*EIAs are a way in which we can analyse all of our work (this could be a policy, procedure, project, strategy or service) to ensure it meets the needs of all our service users and that no group (in relation to ethnicity, disability, gender, age,*

*religion and belief, and sexual orientation) is disadvantaged or cannot access our services.*

*Reviewed February 2016*

*Mrs A Heyes*

*Headteacher*