

St. Andrew the Apostle Catholic Primary School

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# Equality Objectives and Policy

## October 2024

*Succeeding Together in Faith and Love*

# St. Andrew the Apostle Catholic Primary School

## Equality Policy

Here at St. Andrew the Apostle Catholic Primary School we are committed to the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender, religion, beliefs and sexual identity.

We recognise that the 2010 Equality Act provides a single, consolidated source of discrimination law. The Act replaces all existing legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. This Single Equality Policy consolidates this legislation.

The Single Equality Act combines all nine of the protected characteristics which we seek to uphold at St Andrew the Apostle Catholic Primary school:

### Protected Characteristics

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership

At St Andrew the Apostle we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally. This Single Equality Policy summarises our approach in ensuring equality for all. We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

### Equality Objectives

- Always treating all members of the school community fairly and with respect.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values and virtues.
- Adopting an inclusive curriculum that is accessible to all and reduce barriers to learning.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

# St. Andrew the Apostle Catholic Primary School

- Challenging stereotyping and prejudice whenever it occurs.
- Ensuring that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.

## Our Equality Actions for 2024 - 2025

### 9. Our Equality Objectives

#### **Equality Objective 1 – Linked to promotion of Equality, Diversity and Inclusion**

*OBJECTIVE: to ensure the school actively promotes and prioritises raising awareness, appreciation and celebration of diversity including gender, sexuality, race and religion.*

##### **This will be achieved through the following:**

- Visits to places of worship and religious significance.
- Acknowledgement of significant celebrations and festivals throughout the year
- Multicultural celebration events at school.
- Recognition of national awareness events such as Black History Month.
- Working with the community through a diversity committee to find further ways to promote diversity.
- Map the curriculum to identify opportunities where diversity of ethnicity can be interspersed, including positive role models from ethnic minorities.
- Identify community role models to speak with children, Pupil Leadership and staff in assemblies and smaller groups.
- Respond dynamically to the needs of cohorts in line with the school's behaviour policy to address ignorance and misconceptions head on. E.g. current affairs, cultural issues in the media or sport.
- Make use of discussion topics in Picture News to discuss and debate current issues.

#### **Equality Objective 2: Linked to Pupil Attainment/Disadvantage**

*OBJECTIVE: To monitor and analyse pupil achievement for disadvantaged pupils to ensure they make achieve and progress in line with non-disadvantaged pupils.*

#### **Equality Objective 3: Linked to Pupil Attainment and Progress/Gender, Race and Disability**

*OBJECTIVE: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.*

# St. Andrew the Apostle Catholic Primary School

## Equality Objective 4: Linked to Pupil Attendance/Pupil Premium

OBJECTIVE: To explore and understand the reasons for the higher absentee levels of PP pupils and begin to improve attendance rates of these pupils.

### ***Objectives 2-4 will be achieved through the following:***

- Tracking teacher assessments termly
- Subject leaders analyse pupil tracking in foundation subjects, identifying key lines of enquiry which will feed into their action planning and support.
- Review how adaptive teaching methods impact the curriculum delivery to ensure children with SEND and children with EHCPs and PP can access the curriculum at the appropriate level.
- Use knowledge pages to aid retention practice, enabling all pupils to know more and remember more.
- Promote how substantive and disciplinary knowledge ensure children are remembering more and knowing more through staff training, enabling staff to utilise research evidenced strategies which support vulnerable children.
- Celebrate neurodiversity and hidden disabilities through assemblies and celebration events.

### **Inclusivity**

Our inclusive education is the full participation and achievement of all learners as a universal human right irrespective of race, gender, disability, medical or other needs. In St Andrew the Apostle, children and young people with special education needs are engaged and achieving through being present, participating and learning. We ensure that every child, no matter what their individual needs or barriers to learning, has equal access to learning and the same opportunities to achieve. Our role is to ensure equal access and opportunities and to remove discrimination and intolerance. We support the rights of children to access mainstream education alongside their peers. Providing equal opportunities for all children.

We celebrate the cultural diversity of our school and global community and show respect for all. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all. We endeavour to make our school welcoming to all. We promote an understanding of difference through the topics studied by the children, and we try to reflect this in the environment around school. Throughout the year, the school provides a variety of opportunities to celebrate diversity, including; planning activities for key diversity awareness days, inviting guest speakers to talk to pupils about diversity, incorporating lessons about diversity into the curriculum.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### **Anti-discrimination**

It is the right of all pupils to receive the best education that St Andrew the Apostle School can provide. We do not tolerate any forms of discriminatory behaviour. Should a discriminatory

## **St. Andrew the Apostle Catholic Primary School**

incident occur, we will act immediately to prevent any repetition of the incident. We record any serious incidents and draw them to the attention of the Head teacher. All data is analysed yearly, in relation to the protected characteristics, for training purposes and to support all in our school community. All staff challenge any incidents of prejudice or racism.

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

### **Governing Body**

The Governing body at St. Andrew the Apostle Catholic Primary School has set out its commitment to equal opportunities by adopting this policy and it will continue to do all it can to ensure that all members of the school community are treated fairly and equally.

They ensure the school conforms to current equality legislation; making sure that this policy and its processes are followed.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

## **St. Andrew the Apostle Catholic Primary School**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The Governing Body will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.