



# Cardinal Newman Catholic Primary School

## Equality Policy



### MISSION STATEMENT

To be a community of learners, believers and friends rooted in the values and teachings of the Gospel. We seek to enable every individual to develop his or her potential in the knowledge that they are uniquely created and loved by God.

Title:	Equality Plan
Policy Agreed:	April 2018
Policy Review:	April 2020

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Where relevant this Policy also applies to Wraparound Care

## 1. INTRODUCTION

In Cardinal Newman School we believe that everyone is of equal value. Each person is a unique individual with their own special qualities and will be encouraged to develop respect for themselves and everyone with whom they come into contact. In accordance with the belief and teaching of the Catholic Church, the Governors and staff of our school are concerned that equality of opportunity should be offered to all. The principles of this policy apply to all members of the extended school community: pupils, staff, governors, parents and community members.

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, pregnancy & maternity, sexual orientation or those undergoing or who have undergone gender reassignment and the school's statutory duty to produce a Single Equality Scheme.

**This Equality Policy statement sets out:**

- aims and values
- the school's overall approach to promoting equality, diversity and tackling discrimination
- specific reference to sex, race, disability, gender, age, religion / belief pregnancy & maternity, sexual orientation or those undergoing or who have undergone gender reassignment and sexual orientation
- roles and responsibilities
- monitoring, reviewing and assessing impact

## 2. OUR APPROACH TO PROMOTING EQUALITY

The overall objective of the school's Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; to promote equality of opportunity; and to promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Through the Equality Policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This covers characteristics identified within the Equality Act (2010) i.e. sex, race, disability, religion<sup>1</sup> or belief, sexual orientation or gender reassignment. In addition, this may also include characteristics such as ethnic or national origin, language, marital or civil partnership status, age, responsibility for children or other dependants, trade union or political activities, social class, where the person lives or spent convictions.

The principles of this policy apply to all members of the extended school community: pupils, staff, governors, parents and community members.

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<sup>1</sup> 'As a voluntary aided school with a religious character, the governing body may give preference to any candidate or admissions application whose religious opinions and worship are in accordance with the tenets of the religious denomination of the school.'

### **3. A COHESIVE COMMUNITY**

Cardinal Newman School recognises the importance of working in partnership with our local and wider community.

In order to achieve a cohesive community, we should:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- know the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure the curriculum explores and addresses issues of diversity

### **4. ROLES AND RESPONSIBILITIES**

All who work in the school have a responsibility for promoting equality and inclusion and avoiding unfair discrimination. All who work in the school have a responsibility for promoting equality and inclusion and avoiding unfair discrimination.

**Our governors are responsible for:**

- making sure the school complies with all current equality legislation
- making sure this policy and its procedures are followed

**The Headteacher is responsible for:**

- making sure the policy is available and that the governors, staff, pupils and their parents/carers know about it
- making sure procedures are followed
- making sure all staff know their responsibilities and receive training if necessary to support and carry out their duty
- taking appropriate action in cases of harassment and discrimination

**All our staff are responsible for:**

- modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities if appropriate

**Pupils are responsible for:**

- keeping equality and diversity issues as a matter of discussion through the school, giving their input where appropriate on policy development such as: the anti-bullying policy, development of school/class rules which challenge any discriminatory behaviour
- eliminating all behaviour which is biased and discriminatory, with the guidance of the school's staff.
- reporting an incident of discrimination if seen Cardinal Newman is a "talking school"

- School Council to take note of equality and diversity issues

**Parents/Carers are responsible for:**

- following our equality policy
- promoting a strong and consistent message about appropriate behaviour in line with school policy and guidance

**Visitors / contractors are responsible for:**

- following our equality policy

## **Responsibility for overseeing equality practices in the school**

This lies with the Headteacher / Leadership team and the governing body.

Responsibilities include:

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children in care, disabled and traveller pupils etc).
- monitoring exclusions

## **Responsibility for overseeing equality practices in the school**

This lies with the Headteacher / Leadership team, chair of governors and the governing body.

Responsibilities include:

- coordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment (including racist and homophobic incidents)
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children in care, children from ethnic/language communities, disabled and traveller pupils etc).
- monitoring exclusions

## **5. MONITORING, REVIEWING, ASSESSING IMPACT**

The policy will be regularly monitored and reviewed to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

The Headteacher provides monitoring reports in the Headteacher's report to Governors and staff.

Any pattern of inequality found will be used to inform future planning and decision making.