



## Equality Policy

### St Mary's Catholic Primary School Axminster

**School Mission Statement: To educate and to develop every child's potential within our Catholic School Family.**

#### Statement of Values

"Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration.

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and respect and dignity due to a child of God.

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Consequently we will seek to ensure that:

- any person recruited to the service of the school, whether as a member of staff or a volunteer has knowledge of and commitment to these aims.
- children who seek admittance to our school and their families are aware of our aims and objectives and undertake to support them;
- our policies, structures and practice will be evaluated and regularly reviewed in order to see that no individual is subject to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential. *Edited from "Equal Opportunities Statement of Values for a Catholic School" Diocese of Westminster*



At St Mary's School we will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics.

- Sex;
- Race;
- Disability;
- Religion or belief;
- Sexual orientation
- Gender reassignment-
- Pregnancy or maternity

.This means:

- We will take reasonable and necessary steps to meet pupils' needs by using a variety of approaches and planning [reasonable adjustments](#) \* for disabled pupils, enabling our pupils to take as full a part as possible in all the activities of the school. We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school. We are also committed to ensuring staff with a disability have equality of opportunity. \*See [Access Notes](#)
- We will actively encourage positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- We will regularly consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action.
- We will regularly consider the ways in which our teaching and the curriculum provision will support high standards of attainment, promote common values, and help students understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- We will monitor the progress and achievement of pupils by the relevant and appropriate protected characteristics. This information will help the school to ensure that individual pupils are achieving their potential, the school is being inclusive in practice, and trends are identified which will inform the setting of our equality objectives in the [School Improvement Plan](#).
- We will collect and analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities and promotions to ensure all staff have equality of opportunity. We will not ask [health-related questions](#) to job applicants before offering a job, unless it relates to an intrinsic function of the work they do. We will make reasonable adjustments such as providing auxiliary aids for our disabled staff.



- We will ensure the curriculum is accessible to all pupils with special educational needs and disabilities (SEND)\* or those for whom English is an additional language. Auxiliary aids and services will be provided for them, where reasonable adjustments are required. By planning ahead, we will seek to ensure that all pupils are able to take part in extra-curricular activities and residential visits, and we will monitor the uptake of these to ensure no one is disadvantaged on the grounds of a protected characteristic. See [SEND Policy](#)
- We will seek the views of advisory staff and outside agencies and partnerships with other schools where this is needed. In planning the curriculum and resources we will take opportunities to promote and advance equality.
- Bullying and Prejudice Related Incidents will be carefully monitored and dealt with effectively. Training update will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents. See '[Behaviour Policy incorporating anti-bullying](#)'
- We expect that all staff will be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- Various events may be planned which raise awareness of equality and diversity e.g. a focus on disability, respect for other cultures, religions and beliefs, gender equality, anti - bullying. [School Improvement Plan Action Sheets.-Equality Objectives](#)
- We will ensure pupil/parent/staff consultation is regularly sought in the development and review of this policy.
- Regularly we will seek the views of pupils, parents, advisory staff and visitors to the school, to ensure that the school environment is as safe and accessible as possible to all school users. See [Accessibility Plan](#)
- We will consult with stakeholders, i.e. pupils, parents/carers, staff and relevant community groups, when planning equality objectives . See [Parent Survey 2012 on school website](#) Review of these objectives will form part of review and development of the School Improvement Plan
- We will maintain and update an equality page on the school website to show how it we are complying with the Public Sector Equality Duty (PSED) in the Equality Act 2010 and advancing equality of opportunity.
- When drawing up policies, we will carry out an [Equality Impact Assessment](#) (EIA) to ensure a policy does not, even inadvertently, disadvantage groups of pupils with protected characteristics. We will consider to what extent a new/revised



policy, practice or plan meets the Public Sector Equality Duties (eliminates discrimination, advances equality and fosters good relations for all the protected characteristics) and recommend changes/mitigations where necessary (DCC policies will have already had EIAs carried out).

**This policy must be read in conjunction with the documents below.**

- **Catholic Education Services Equality Act 2012 Guidance Note for Catholic Schools as special conditions apply to Faith Schools**
- **Read also “Additional Information” to clarify terms and offer some greater detail for implementation and duties.**

**Policy agreed: July 2013**

**Date of next review: July 2014**