



## **Equality Policy**

Responsible committee: Welfare & Inclusion

Approved by Governing Body: March 2023

Review Date: Annually (Spring term)

### **Mission Statement**

St Dunstan's Catholic Primary School, in partnership with the parish and parents, will provide quality Catholic Education. Through the love of God, we will foster individual pupil uniqueness spiritually, academically, emotionally, socially and culturally and by encouraging each child to strive for personal achievement and an awareness that their contribution is necessary for the good of the community.

**“Love your neighbour as yourself. There is no commandment greater....” Mark 12:21**

### **1. Introduction**

St. Dunstan's Catholic Primary School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and children.

As a school, we are committed to promoting a positive and diverse culture in which all staff and children are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with especially our employees, pupils and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

### **2. Aims**

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

### **3. Legislation and guidance**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools.](#)

### **4. Roles and responsibilities**

The governing board will:

- Ensure that the equality information and objective set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that this policy and the equality objective is reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objective on a daily basis to the Executive Headteacher.

The Executive Headteacher will:

- Promote knowledge and understanding of the equality objective among staff and pupils
- Monitor success in achieving the objective and report back to governors

The designated member of staff for equality will:

- Support the Executive Headteacher in promoting knowledge and understanding of the equality objective among staff and pupils
- Report to the Welfare and Inclusion committee who hold responsibility for equality on a termly basis to raise and discuss any issues relating to equality.
- Support the Executive Headteacher in identifying any staff training needs, and deliver training as necessary

All school staff will:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to discrimination, harassment or victimisation
- Support and participate in any measures introduced to support equality and diversity
- Actively challenge discrimination and disadvantage in accordance with this policy

- Report any issues associated with equality and diversity in accordance with this policy (also see the school's Staff Code of Conduct, as well as The Grievance Policy and Procedures)

## **5. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

The school has a designated member of staff, Pastoral Assistant Headteacher, for monitoring equality issues. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **6. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or pupils who are subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

## **7. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and RSHE (Relationships, Sex and Health Education), but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues, we may also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community (including visits to Woking Mosque and visitors from the Kingston Synagogue)
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our Pupil Voice committee has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils

are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

### **8. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## 9. Equality Objective

Objective	Why have we chosen this objective?	What will we do to achieve this objective?	Progress we are making on this objective
<p>Ensure that all children understand what racism is, why it is wrong and what to do about it, at an age appropriate level.</p>	<p>There has been a lack of awareness and understanding by pupils of racism and its effect on others.</p>	<p>Inclusion Leader work with HOY to relook at the curriculum and identify opportunities to teach about racism explicitly.</p> <p>INSET day to focus on racism and how to respond to it and teach about it.</p> <p>Purchasing of books to ensure class libraries are diverse and cover "big" topics such as racism.</p>	<p>Curriculum review took place in the Autumn term but will be on-going over the academic year.</p> <p>INSET day took place on 3<sup>rd</sup> January 2023.</p> <p>£1000 was spent on books for classrooms in the Autumn term to increase the diversity available in the class libraries. This will be added to each financial year.</p>

## 10. Monitoring arrangements

This document will be reviewed by The Welfare and Inclusion Committee annually.