



**OUR LADY'S CATHOLIC PRIMARY ACADEMY  
EQUALITY POLICY  
2019-2020**

## Legal framework

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## Guiding principles

4. In fulfilling the legal obligations cited above, we are guided by nine principles:

**Principle 1:** All learners are of equal value.

We see all learners, and their parents and carers, as of equal value:

- whether or not they are disabled
- whatever their ethnicity, culture, national origin or national status
- whatever their gender and gender identity
- whatever their religious or non-religious affiliation or faith background
- whatever their sexual identity

**Principle 2:** We recognise and respect difference.

Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and the kinds of barriers and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity

**Principle 3:** We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment.

**Principle 4:** We observe good equalities practice in staff recruitment, retention and development.

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

- whether or not they are disabled
- whatever their ethnicity, culture, religious affiliation, national origin or national status
- whatever their gender and sexual identity, and with full respect for legal rights relating to pregnancy and maternity.

**Principle 5:** We aim to reduce and remove inequalities and barriers that already exist.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people
- people of different ethnic, cultural and religious backgrounds
- girls and boys, women and men.

**Principle 6:** We consult and involve widely.

We engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones. We consult and involve:

- disabled people as well as non-disabled
- people from a range of ethnic, cultural and religious backgrounds
- both women and men, and girls and boys
- homosexual people as well as heterosexual.

**Principle 7:** Society as a whole should benefit.

We intend that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled
- people of a wide range of ethnic, cultural and religious backgrounds
- both women and men, girls and boys
- homosexual people as well as heterosexual.

**Principle 8:** We base our practices on sound evidence.

We maintain and publish quantitative and qualitative information about our progress towards greater equality in relation to:

- disability
- ethnicity, religion and culture
- gender

**Principle 9:** Objectives

We formulate and publish specific and measurable objectives, based on the evidence we have collected and published (principle 8) and the engagement in which we have been involved (principle 7), in relation to:

- disability
- ethnicity, religion and culture
- gender

5. We recognise that the actions resulting from a policy statement such as this are what make a difference.

6. Every three years, accordingly, we draw up an action plan within the framework of the overall school improvement plan and processes of self-evaluation, setting out the specific equality objectives we shall pursue. The objectives which we identify take into account national and local priorities and issues, as appropriate.

7. We keep our equality objectives under review and report annually on progress towards achieving them.

### **Feedback from Ofsted**

Pupils are polite, friendly and welcoming. Typically, pupils enjoy school. They are respectful towards others. This includes those whose beliefs or home life may be different from their own. Pupils told me that they 'don't judge a book by its cover'.  
(OFSTED November 2020)

### **The curriculum**

8. We follow the National Curriculum and keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the seven principles set out in paragraph 4 above

### **Ethos and organisation**

9. We ensure the principles listed in paragraph 4 above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and achievement
- pupils' personal development, welfare and well-being
- teaching styles and strategies
- admissions and attendance
- staff recruitment, retention and professional development
- care, guidance and support
- behaviour, discipline and exclusions
- working in partnership with parents, carers and guardians
- working with the wider community

### **School profile by ethnicity September 2019 (including Nursery pupils)**

<b>Ethnicity Code</b>	<b>Description</b>	<b>Number of Pupils</b>
AIND	Indian	21
AOTH	Any Other Asian Background	10
BAFR	Black - African	19
BCRB	Black Caribbean	5
BOTH	Any Other Black Background	
MOTH	Any Other Mixed Background	2
MWAS	White and Asian	3
MWBA	White and Black African	1
MWBC	White and Black Caribbean	13
WBRI	White - British	113

WIRI	White - Irish	
WOTH	Any Other White Background	54
	Chinese	2

### **Addressing prejudice and prejudice-related bullying**

10. The school is opposed to all forms of prejudice which prevent it from fulfilling the legal duties referred to in paragraphs 1–3:

- prejudices around disability and special educational needs
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
- prejudices reflecting sexism and homophobia

11. There is guidance in the staff Code of Conduct and staff handbook on how prejudice-related incidents should be identified, assessed, recorded and dealt with

12. We take seriously our obligation to report regularly to the governing body about the numbers, types and seriousness of prejudice-related incidents at our school and how they are dealt with.

### **Roles and responsibilities**

13. The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented.

14. A member of the governing body has a watching brief regarding the implementation of this policy.

15. The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

16. The headteacher along with the Senior Leadership Team has day-to-day responsibility for co-ordinating implementation of the policy.

17. All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver a curriculum that reflect the principles in paragraph 4 above
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

### **Information and resources**

18. We ensure that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and carers. A copy is available to view on the school website.

19. All staff and governors have access to a selection of resources which discuss and explain concepts of equality, diversity and community cohesion in appropriate detail.

### **Religious observance**

20. As a Catholic school community, we value our faith and respect the faith of others. We respect the religious beliefs and practice of all staff, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

### **Staff development and training**

21. We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

### **Breaches of the policy**

22. Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

### **Monitoring and evaluation**

23. We collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin and national status; and gender.

**Our Lady of Perpetual Succour Catholic Primary Academy  
Equality Objectives 2019-2020**

- Celebrate cultural diversity through our curriculum
- Ensure that children arriving in school with little or no English are supported to make rapid progress in English, to enable them to access the curriculum
- Ensure that staff and the Governing Body are aware of current legislation surrounding diversity and equality and understand the school's responsibilities
- Ensure that children with additional and different needs are supported to succeed and access the curriculum

**Targets for this year:**

<b>Target</b>	<b>Actions</b>	<b>How will progress be measured?</b>
SEN and vulnerable children making expected progress or better according to their starting points	Small group support in class Teacher/Teacher Assistant led interventions Regular monitoring (drop ins/ work scrutiny/ conferencing) and tracking of progress Personalised programme for learning in place where appropriate Nurturing, peer and counselling support for targeted pupils.	Whole school data analysis will break results down in different groups and measure and track progress. Pupil progress meeting with SLT. Monitoring by the SENCO Book monitoring in staff meetings, SLT monitoring. Intervention reviewed and progress measured.
All pupils to make at least expected progress from KS1-KS2 in English and Mathematics	Termly review of each classes data, monitoring progression and identify intervention required.	Pupil progress meeting with SLT. Book monitoring in staff meetings, SLT monitoring. Intervention reviewed and progress measured.
A range of multicultural events in school	Other faiths topics in RE Build on existing programme of multicultural events in school Religious celebrations, assemblies, Cultural diversity day	Pupil & parent voice
All children have access to a high quality curriculum that is ambitious for all learners	Conduct a curriculum review of all subjects and ensure a clear system of knowledge progression across school – EYFS to Y6	Deep dives into all subjects Quality assurance from DPS & SIP

**Examples of our work to promote equality in 2018-19:**

- Cultural Diversity Day
- Faith celebrations – Diwali, Eid, Harvest, Easter, Christmas
- Playground leaders, Buddies, Sports Ambassadors, Faithful Friends Group and Reading buddies
- Counselling/nurture groups
- Training for all staff on school related policies
- Children's voice through class and school council
- DARE programme for Year 6
- GREAT project for Years 5 & 6
- A wide range of residential and enrichment activities/opportunities

**Date: February 2020**