



### SINGLE EQUALITIES POLICY

The policy outlines the commitment of the staff, pupils and governors of St Clare's Catholic Primary School to ensure that equality of opportunity is available to all members of the school community, For our school this means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievement and strengths of all members of the school community. These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth.

At St Clare's Catholic Primary School, equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential – irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

### *Mission Statement*

St Clare's is a Christ-centred family where everyone is valued and respected.  
We learn and grow, whilst strengthening our relationship with God and one another.  
Together in His love we can achieve our full potential.  
Play, learn and grow together with Christ

Ofsted judged the school in September 2016 as good.

- All are involved in the local community through the church and sporting, cultural and charitable activities. Their understanding of social and cultural diversity is advanced for their age. Their spiritual, moral, social and cultural development is good.
- The curriculum is planned to meet the needs of all pupils and extend their understanding and enjoyment of work through a range of enrichment activities.



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- The drive and commitment of the headteacher is focused on ensuring that there are equal opportunities for all with no discrimination, and that partnerships are as effective as possible in benefiting the pupils. The school is at the heart of its community, welcoming and providing effectively for pupils from a range of religious backgrounds other than the Catholic faith.
- In this socially diverse school, pupils show respect for differences in others' beliefs and cultures. In the lessons seen, they were attentive and most worked well collaboratively and independently.
- Pupils have a good understanding of the diversity of British society and most have good social skills. Their moral and spiritual awareness is excellent.
- Highly effective care and support for the most vulnerable pupils ensures their equal access to all the school has to offer and their good progress.
- The highly effective way in which the school promotes equal opportunities and tackles the rare instances of discrimination ensure that all pupils progress well. The school has a very positive impact on community cohesion within school and beyond.

### *School in Context*

St Clare's Catholic Primary School children come from predominately White British families, with children with other cultures representing 20% of the school population. The children average according to the Foundation Stage Profile but make good progress. They leave the Foundation Stage and Key Stage 1 above average. We have approximately 47 children who have English as a second Language and 10 children eligible for Free School Meals. Despite these supposed barriers the school has high expectations of all pupils.

We are a Catholic School serving initially the parishes of St Clare's and St. Mary's Fernyhalgh. Approximately 54% of our children are baptised Catholics. We have attained the Healthy Schools Award.

### *Ethos & Atmosphere*

- At St Clare's Catholic Primary School, the leadership of the school community will demonstrate mutual respect between all members of the school community
- There is an openness of atmosphere which welcomes everyone to the school
- All within the school community will challenge any type of discriminatory and/or bullying behaviour, eg. Through unwanted attentions (verbal or physical) and unwelcome or offensive remarks or suggestions
- All pupils are encouraged to greet visitors to the school with friendliness and respect
- The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored
- Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities.



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### *Policy Development*

This policy applies to the whole school community. It has been drawn up as a result of the outcomes of a transparent process and through consultation with all staff and governors.

### *Monitoring and Review*

St Clare's Catholic Primary School is an inclusive school, working towards greater equality in the whole community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her or his potential.

We collect and analyse a range of equality information for our pupils/students.

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary.

Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information

School performance information is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. For example:

- Attendance
- Exclusions and truancy

Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

St Clare's Catholic Primary School is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a governing body that is representative of all sections of the community in order to respect and respond to the diverse needs of our population.

We collect a range of profile information from our staff for the School's Census, and also from candidates for posts within school. We respect an individual's right to confidentiality.

Due regard is given to the promotion of equality in the School Improvement Plan. The person responsible for the monitoring and evaluation of the policy and action plan is the Headteacher.



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Their role is to:

- Lead discussions, organise training, update staff in staff meetings, support discussions
- Work with the governing body on matters relating to equality
- Support evaluation activities that moderate the impact and success of this policy.

### *Developing Best Practice*

#### Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Provide equality of access for all pupils and prepare them for life in diverse society
- Use materials that reflect a range of cultural background, without stereotyping
- Use materials to promote a positive image of and attitude towards disability and disabled people
- Promote attitudes and values that will challenge discriminatory behaviour
- Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions
- Develop pupils' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality
- Ensure that the whole curriculum covers issues of equality and diversity;
- Seek to involve all parents in supporting their child's education Provide educational visits and extended learning opportunities that involve all pupil groups
- Take account of the performance of all pupils when planning for future learning and setting challenging targets
- Make best use of all available resources to support the learning of all groups of pupils
- Identify resources and training that support staff development

#### Learning Environment

There is a consistently high expectation of all pupils. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils
- Adults in the school will provide good, positive role models in their approach to all issues relating to equality of opportunity
- The school should place a very high priority on the provision for special educational needs and disability. We will meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work



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- The school must provide an environment in which all pupils have equal access to all facilities and resources
- All pupils are encouraged to be actively involved in their own learning
- A range of teaching methods are to be used throughout the school to ensure that effective learning takes place at all stages for all pupils
- Consideration will be given to the physical learning environment – both internal and external, including displays and signage.

### Curriculum

At St Clare's Catholic Primary School, we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity
- Pupils will have opportunities to explore concepts and issues relating to identity and equality
- Steps are taken to ensure that all pupils have access to the mainstream curriculum by taking into account their cultural, backgrounds, linguistic needs and leaning styles
- All pupils have access to qualifications which recognise attainment and achievement and promote progression.

### Resources and Materials

The provision of good quality resources and materials within St Clare's Catholic Primary School is a high priority. These resources should:

- Reflect the reality of a diverse society
- Reflect a variety of viewpoints
- Show positive images of males and females in society
- Include non-stereotypical images of all groups in a global context
- Be accessible to all members of the school community

### Language

We recognise that it is important at St Clare's Catholic Primary School that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes
- Does not offend
- Creates and enhances positive images
- Creates the conditions for all people to develop their self esteem
- Uses accurate language in referring to particular groups or individuals.

### Extended Learning Opportunities

It is the policy of this school to provide equal access to all activities from an early age.



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### Provision for Bi-lingual Pupils

We undertake at St Clare's Catholic Primary School to make appropriate provision for all EAL/bi-lingual children/groups to ensure access to the whole curriculum.

### Personal Development and Pastoral Guidance

- All pupils/staff/parents/carers are given support, as appropriate, when they experience discrimination
- We recognise that perpetrators may also be victims and require support
- Positive role models are used throughout the school to ensure that different groups of pupils can see themselves reflected in the school community
- Emphasis is placed on the value that diversity brings to the school community rather than the challenges.

### Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff.

- We encourage the career development and aspirations of all school staff
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils.

### Staff Recruitment

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.

Note:

Under the Equality Act 2010, in very limited circumstances, an employer can claim that a certain religious denomination or belief is considered to be a genuine occupational requirement of that role. An aided school may be able to rely on this for some roles in school, particularly those roles that provide spiritual leadership. However this would not apply for all staff in school.

### Partnerships with Parents/Carers/Families and the Wider Community

We will work with parents/carers to help all pupils to achieve their potential.

- All parents/carers are encouraged to participate in the full life of the school



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### Roles and Responsibilities

- Our governing body will ensure that the school complies with statutory requirements in respect of this policy
- The headteacher is responsible for the implementation of this policy, and will ensure that staff are aware of their responsibilities, that they are given necessary training and support and report progress to the governing body
- The headteacher has day-to-day responsibility for co-ordinating the implementation of this policy
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues
- All members of the school community have a responsibility to treat each other and staff with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour
- We will take steps to ensure all visitors to the school adhere to our commitment to equality

### Commissioning and Procurement

St Clare's Catholic Primary School will endeavour to buy services from organisations that comply with equality legislation.

### The Measurement of Impact of the Policy

This policy will be evaluated and monitored for its impact on pupils, staff, parents and carers from the different groups that make up our school. An action plan will be published to enable an impact assessment to be undertaken at the appropriate time within a given timescale.

### Annual Review of Progress

This policy will be reviewed every three years and reported on annually.

Date Reviewed April 2019

Date to be Reviewed April 2021