



# Sacred Heart Catholic Primary School

## Equality Policy (including Equality aims and objectives)

This procedure was reviewed:	January 2024
This procedure will be reviewed again:	January 2028
Governor Committee Responsibility:	FP&P
Approved by Committee/FGB	FGB
Statutory procedure	Yes
Purpose of policy	To fulfil the Governing Body's duties under the Equalities Act 2010 that affect pupils or staff with protected characteristics.
Consultation	Equality Act 2010 within the School Standards and framework Act 1998.
Links to other policies	Accessibility Admissions SEND Supporting pupils with Medical Needs Relational

## **Introduction**

As a Catholic school, we believe in the essential equality and unity of all, as children of God. We are committed to the principle of justice and equal treatment for all. Our overriding aim is to maintain a spirit of Christian love where all are made welcome and the worth of every individual is recognised, valued and celebrated:

*'So always treat others as you would like them to treat you' (Matthew 7, 12).*

Our School Community includes pupils, prospective pupils, parents, prospective parents, members of staff, prospective members of staff, governors, prospective governors, volunteers.

## **Context**

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED). This requires public bodies, including schools, to promote equality. The Equality Act replaces previous equality legislation, including the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The PSED requires schools to publish information to demonstrate how they are complying with the PSED, including information relating to people who share a protected characteristic. At Sacred Heart we will publish this information at least annually and review our equality policy at least once every four years.

The purpose of our equality policy is to demonstrate our commitment to equality and to comply with the Public Sector Equality Duty (general duty) and two specific duties.

## **The Public Sector Equality Duty or 'general duty'**

This requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups.
- Foster good relations between different groups.

## **Two specific duties**

This required all public organisations, including schools to:

- Publish information to show compliance with the Equality Duty by April 2012.
- Publish Equality objectives, at least every 4 years, which are specific and measurable by April 2012.

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

At Sacred Heart we will:

- Eliminate any type of discrimination that is prohibited by the Equality Act 2010.
- Promote equal opportunities in all areas of school life.
- Build upon the very good relations which exist between all communities in the school.
- Publish information to demonstrate how we are complying with PSED.
- Encourage, support and help all pupils and staff to reach their potential.
- Ensure that procedures relating to, promoting and implementing equality are followed

In line with Equality Act 2010, our school will not discriminate against any member of our School Community by treating them less favourably because of their:

- Sex/gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Age

### **Sex/gender**

Sacred Heart will ensure that no member of our School community is singled out for different and less favourable treatment from that given to other pupils.

### **Ethnicity/Race**

The definition of race includes colour, nationality and ethnic or national origins. Sacred Heart will ensure that no member of our School community of any race is singled out for different and less favourable treatment from that given to others.

### **Disability**

In line with the law on disability discrimination, in some instances, Sacred Heart may treat disabled pupils and members of staff more favourably than non-disabled pupils/members staff and will make reasonable adjustments to put them on a more level footing with pupils/members of staff without disabilities.

### **Religion or Belief**

In line with The Equality Act, Sacred Heart defines "religion" as being any religion. At Sacred Heart, the vast majority of children in the school are of the Catholic faith. Sacred Heart will not discriminate against anyone who holds a different religion, lack of religion or a lack of belief. Discrimination because of religion or belief means treating a person less favourably than another person is or would be treated, because of their religion or belief, or the religion or belief they are perceived to have, their lack of religion or belief, or the religion or belief, or lack of it. Admissions: Sacred Heart does give priority in admissions to practising Catholics. Please see The School Admissions Policy for more detail.

### **Sexual Identity or Orientation**

Sacred Heart will ensure that all gay, lesbian or bi-sexual pupils, or the children of gay, lesbian or bi-sexual parents, are not singled out for different and less favourable treatment from that given to other pupils. We will ensure that there are no practices which could result in unfair or less favourable treatment of such pupils.

### **Gender Reassignment**

Sacred will ensure that all pupils who have undergone or are undergoing gender reassignment, or the children of parents who have undergone or undergoing gender reassignment, are not singled out for different and less favourable treatment from that given to other pupils. We will ensure that there are no practices which could result in unfair or less favourable treatment for these pupils and their families.

### **Marriage and Civil Partnership**

Sacred Heart will not treat a member of staff or parent less favourably because he or she is in a marriage, in a civil partnership, is not married or not in a civil partnership. The Diocesan Bishop requires that governors appoint practicing Catholics to senior leadership roles such as Chief Executive Officers, Headteachers, Deputy Headteachers, Principals, Deputy Principals, chaplain, Executive Heads, Heads of School and Head or co-ordinator of Religious Education.

### **Pregnancy and Maternity**

Protection for staff from discrimination because of pregnancy and maternity is covered in the Equality Act. Sacred Heart will not treat a member of staff less favourably because she becomes pregnant or has recently had a baby or because she is breastfeeding.

### **Age**

Sacred Heart will ensure that adults of any age are not singled out for different and less favourable treatment from that given to other adults.

### **Responsibilities**

**It is the responsibility of the Governing Body to monitor the effectiveness of this policy by:**

- Ensuring that procedures relating to promoting and implementing all equalities are followed and reviewed every four years.
- Promoting a common understanding of the pivotal role of equal opportunities in the context of the school's ethos and values
- Seeking the involvement and engagement of all members of the school community
- Monitoring the staff appointment process
- Ensuring that exit interviews are carried out with staff to provide helpful information and feedback on the effectiveness of the policy
- Monitoring and evaluating the progress of children with protected characteristics to ensure they match progress of the other children in the school
- Taking into serious consideration any complaints regarding equal opportunity, or discrimination
- Seeking support from outside agencies as appropriate

**The Headteacher is responsible for:**

- Ensuring that the Equality Policy is readily available and that the governors, staff, pupils and their parents know about it.
- Implementing this policy with support from the governing body
- Ensuring that all staff are aware of the policy and that all staff apply it in all situations
- Ensuring that all appointment panels apply the procedures and principles in this policy, so that everyone is treated equally and fairly
- Ensuring that all members of the school community, especially those with protected characteristics, play a full part in all aspects of school life
- Ensuring that all complaints about unlawful discrimination are investigated and resolved appropriately

**All members of staff are responsible for:**

- Promoting and advancing equal opportunities.
- Fostering good relations.

- Avoiding and eliminating discrimination.
- Keeping up-to-date with the law on discrimination, and taking up training and learning opportunities.
- Promote an inclusive and collaborative ethos in their classroom.
- Challenge prejudice and discrimination.
- Deal fairly and professionally with any prejudice related incidents that may occur.
- Plan and deliver curricula and lessons that reflect the school's principles e.g. in providing materials that give positive images in terms of race, gender and disability.
- Maintain the highest expectations of success for all pupils.
- Support different groups of pupils in their class through differentiated planning and teaching, especially those who may (sometimes temporarily) find aspects of academic learning difficult.

We will provide training and guidance on equalities for all staff new to the school as part of the induction procedure.

### **Visitors**

All visitors to the school, including parents and carers, are expected to support our commitment to equality and comply with the duties set out in this policy. We will provide guidance and information in school newsletters to enable them to do this.

### **Good Practice**

We strive to achieve a cohesive community and expect that children respect one another and behave with respect to one another, and that their parents feel fully engaged in the school. We aim to enhance a wider sense of community locally, as well as in the context of the UK and the world communities.

We support the UN Convention of the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies and actions, we undertake to ensure that every child and young person is healthy, safe and is able to enjoy/achieve in their learning experience and is able to contribute to the wider community.

We maintain the practice of logging racist incidents and reporting them to the local authority. We monitor and log incidents that discriminate against children and young people or adults in our school with protected characteristics. We also monitor and log bullying incidents, particularly those directed towards those with special educational needs.

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take-action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

### **Equality aims and objectives**

Sacred Heart Catholic Primary School is committed to equality both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect
- We want to make sure that our school is a safe, secure and stimulating place for everyone

- We recognise that people have different needs, and we understand that treating people equally does not involve treating them all exactly the same
- We recognise that for some pupils extra support is needed to help them to achieve and be successful – for example, all those that fall within the protected characteristics
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religious beliefs; their sexual identity and orientation.

These objectives will be published on our website to help demonstrate our compliance with the Public Sector Equality Duty (PSED).

#### **Links to other policies and documentation**

Although this policy is the key document for information about our approach to equality, in line with the Public Sector Equality Duty we ensure that information about our responsibilities under the Public Sector Equality Duty, are also included in our school development plan, self-evaluation review, the school staff handbook, school website and newsletter as appropriate.

Linked policies - Accessibility, Admissions, SEND, Supporting pupils with Medical Needs, Relational