



St. Mary of the Angels Catholic Primary School Equality Statement March 2019

In accordance with School's Mission Statement and the Equality Act 2010, the Governors of St. Mary of the Angels Catholic Primary School are committed to ensuring equality of opportunity for all and are opposed to all forms of discrimination.

Our Mission and Vision

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. Our **mission** is to work together to develop a loving relationship with God and each other, following Jesus in all that we think, do and say. We aim to provide a broad, balanced and creative curriculum to enable every child to develop their gifts from God and be the best they can be.

Our **vision** is that St. Mary of the Angels continues to be an inclusive community of faith where children learn to value themselves and others and, through the promotion of Gospel values, become confident, responsible and respectful citizens.

We are therefore committed to promoting:

The uniqueness of the individual

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 the respect and dignity due to a child of God.

The search for excellence

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.

The education of the whole person

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.

The education of all

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.

Moral principles

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 strive to ensure that:

- Any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them;
- Children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;
- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential. Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary. 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 the respect and dignity due to every child of God.

The Equality Duty

Our school is committed to meeting its public sector statutory duties in line with the Equality Act 2010 as detailed below. We understand that the duties apply to service delivery and employment and staff management as well as policy development and implementation.

We recognise that we have a duty to:

- **Eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics for school provisions are:

- Age (for staff only)
- Disability
- Ethnicity and race
- Gender (sex)
- Gender identity and reassignment
Pregnancy and maternity
- Religion or belief
- Sexual orientation

It is unlawful to discriminate directly or indirectly because of a protected characteristic, unless, in some cases, such treatment is a proportionate means of achieving a legitimate aim. Harassment and victimisation because of a protected characteristic are also unlawful.

Dealing with Discrimination

We recognise that discrimination can take a number of forms including:

- Verbal or physical assault
- Display of offensive pictures, insignia or graffiti
- Rejection or isolation of someone because of their particular protected characteristic
- Unwelcome comments, jokes, taunts or innuendos based on a protected characteristic

- Derogatory comments about people or groups
- Telling inappropriate jokes or mimicking accents
- Deliberately mispronouncing names
- Dismissal of viewpoints from other cultures or societies
- Stereotypical comments during discussion
- Making negative comments about gender, appearance, clothing, food, language accent or dialect, family, culture, religion, sexual orientation, age, country of origin, etc.
- Withdrawing from work which relates to the experience of other cultures (refusing to visit a place of worship or cultural centre for example)

We take appropriate steps to intervene and to eradicate such discrimination whenever it is identified. We have a coherent approach to responding to racism through the systematic monitoring of any racist incidents that occur. We record any incidences of racist behaviour in line with national requirements and the Governors receive an annual report on the number and nature of incidents, reporting to the Local Authority as required.

Curriculum and whole school development

A commitment to equality, justice and the unique value of every individual is a fundamental element of the Catholic ethos of the School. This involves a commitment to develop pupils who are confident, strong, self-affirming and open to change, choice and development, as well as receptive and generous towards other identities. An appreciation of and knowledge of other races, religions and cultures are central to the curriculum in the school.

The curriculum is central to our work in promoting equality. All curriculum areas offer an opportunity to celebrate diversity and develop an understanding about the nature of society. We also recognise the opportunities offered by the curriculum to develop an understanding of injustice, prejudice and discrimination.

It is important for pupils to understand the learning and curriculum experiences they are offered in order to prepare them for life in a multicultural, multi-ethnic and multi-racial society.

Continuing Professional Development

It is important that all staff understand the need for, and their role in, promoting equality. To enable that to happen, it will be a feature of the professional development in the school through staff meetings and courses.

Monitoring, Evaluation and Review

The following will be used as criteria for evaluation and will be monitored by Governors:

- Attainment by ethnicity and gender
- Exclusion and other aspects of behaviour management by ethnicity and gender
- Teaching and learning so that all pupils' needs are considered, irrespective of their background and that challenging targets are set for all
- The curriculum and resources reflect the need to address the issues arising in this policy
- The ethnic and gender mix of the staff and governors with the aim of promoting positive role models and reflecting diversity in the wider society
- Incidents of racist behaviour and the way the school deals with them
- The way in which the school uses any local diversity to enrich learning experiences for pupils