

# St. Wilfrid's Catholic Primary School



## Equal Opportunities and Diversity Policy

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2016-2017	Anne Weir	Anne Roberts	Elaine Morrissey	Elaine Morrissey
2017-2018	Anne Weir	Justine McEniff	Elaine Morrissey	Elaine Morrissey
2021-2022	Justine McEniff	Mickey Davies	Elaine Morrissey	Elaine Morrissey
2022-2023	Justine McEniff	Paula Harkness	Elaine Morrissey	Elaine Morrissey
2023-2024	Justine McEniff	Paula Harkness	Elaine Morrissey	Elaine Morrissey

Review Date	Changes made	By whom	Date ratified with FGB
September 2016			September 2016
September 2017			November 2017
September 2019			November 2019
September 2021			October 2021
September 2022			September 2022
October 2023	Updated	Justine McEniff	November 2023

## MISSION STATEMENT

*"I have come that they may have life,  
and have it to the full."*

*John 10:10*



*At St. Wilfrid's we love one another,  
show respect and accept responsibility.*

*Embracing opportunity and nurturing creativity  
we share in the joy of Jesus.*

## **Opening Statement**

We welcome the [Public Sector Equality Duty](#) in section 149 of the Equality Act 2010 which requires us to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- 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

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil or other member of the school community because of their protected characteristics:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff.

St. Wilfrid's is a Catholic school where the values of the Catholic faith are at the heart of all we do. It is our aim to ensure that all children have the opportunity to achieve their potential and through careful monitoring and the provision of additional support, where appropriate, we seek to identify, support and break down barriers to learning.

## **Scope of the Policy**

Each individual has the right to equality of opportunity in all areas of school life irrespective of gender, gender reassignment, marital status, sexual orientation, race, ethnicity, age, disability, religious belief, political belief, social or economic background.

We are committed to ensuring equality of education and opportunity for all pupils, staff, governors, parents and carers who are part of our school community.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and the creation of an environment which promotes respect for all.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### **AIMS & OBJECTIVES**

- We promote the principles of fairness and justice for all through the education we provide in our school.
- We ensure that all our children have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our wider community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

### **RACE, DISABILITY AND GENDER EQUALITY**

We strive to eliminate all forms of racism, disability and gender discrimination. Should an alleged incident occur it is investigated thoroughly, acting immediately to prevent any repetition of the incident. We do all we can to support the victim, and if necessary their families too, in overcoming any difficulties they may have. In our curriculum we reflect the attitudes, values and respect that we have for all disabilities, gender differences and minority ethnic communities.

### **THE ROLE OF GOVERNORS**

- The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.
- The governors seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school.
- The governors welcome all applications to join the school, whatever background or disability a child may have.
- The governors will ensure that no child is discriminated against whilst in our school on account of their gender, religion, ability or race.

## **THE ROLE OF THE HEADTEACHER**

- To implement the school's Equal Opportunities Policy supported by the Governing Body.
- To ensure all staff are aware of the school policy on Equal Opportunities, and that the staff apply these guidelines fairly in all situations.
- To ensure that all appointments panels give due regard to this policy so that no one is discriminated against when it comes to employment or training opportunities.
- To promote the principle of equal opportunity when developing the curriculum.
- To promote respect for other people in all aspects of school life, e.g. staff providing good role models, through the curriculum, assemblies and displays around school and the relationships we have with each other within our school and the wider community.
- To treat all incidents of unfair treatment and any racist incidents with due seriousness.

## **THE ROLE OF STAFF:TEACHING AND NON-TEACHING**

- To ensure that all pupils are treated fairly and with respect.
- To pay due regard, when selecting teaching materials, to sensitivities of all members of the class and not to provide material which may upset children because of the gender, disability, religion or ethnicity.
- Strive to provide material that gives positive images of all ethnic minorities and that challenge stereotypical images of minority groups.
- When planning and delivering the curriculum, to use this policy to guide them, both in the choice of study themes and in how to approach sensitive issues.
- Actively support all colleagues in challenging incidents of prejudice or racism, encouraging them to intervene in a positive way against any occurrence of discrimination.
- Report any incidents to the Headteacher immediately informing her of actions taken. She will decide if any further action needs to be taken.

## **MONITORING & REVIEW**

It is the responsibility of the Governing Body to monitor the effectiveness of this Equal Opportunities Policy.

This will be done, in conjunction with the Headteacher and appropriate members of the Senior Leadership Team.

by:

- Monitoring the progress of children with protected characteristics, comparing them with the progress made by other children.
- Monitoring the staff appointments process, so that no-one applying for a post at the school is discriminated against.
- Taking into serious consideration any complaints regarding equal opportunity issues from parents, staff, children or visitors to the school.

- Monitoring the behaviour policy so that children from minority groups are not being unfairly treated.

The Governing Body will review this policy every year, or earlier if considered necessary.

In order to meet the statutory requirements under the Equality Act 2010 we will:

- Publish our plan on the school website;
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications;
- Make sure hard copies are available.