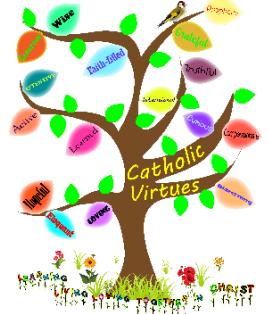




# Equality Policy

Know more  
Remember more



Our Mission statement is the backbone and nourishment for everything we do in school. Without it we would not be the close-knit community that we are.

We embrace the Beatitudes which tells us that we are BLESSED when we live our lives with **Christ at the centre** of all we do.

We continually affirm the children's understanding of their place in the world regardless of their, faith background, colour of their skin, gender etc. one of our main messages is that we are ALL made in the image and likeness of our Father in Heaven and because of this we cannot be anything else but perfect, just as we are. This means though that we have a responsibility to each other, to ensure that our actions and our words enable our school to be a place of learning, of enrichment, of happiness and of peace, hope and forgiveness..

We further recognise, that this reflects 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.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Roles and responsibilities

**The governing body will:**

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

**The headteacher will:**

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act - for example, during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

#### **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and PSHE, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils are encouraged to take a lead in such assemblies
- Ensure all aspects of school life are represented by all of our children. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

#### **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## 8. Equality objectives

### **Objective 1: Eliminating discrimination by promoting Catholic Social Teaching: Dignity of the Human Person.**

To ensure all of our children know that we are all made in the image and likeness of God. Each person is made 'in the image and likeness of God.' This means that 'every person's life and dignity must be respected and supported.'

**Why we have chosen this objective:** To ensure that our pupils are well-prepared for an ever-changing and diverse society and that they consistently display our core value of "love" in their interactions with other people.

**To achieve this objective, we plan to:** Embed the values of Catholic Social Teaching, throughout the curriculum and our wider provision.

**Progress we are making towards this objective:** Opportunities to discuss the protected characteristics have been identified in the long term RSHE planning. Faith Life evidence PowerPoints are created each half term and are used to promote equality. Regular opportunities are planned for discussion around the protected characteristics in collective worship.

### **Objective 2: Advancing equality for ALL by promoting Catholic Social Teaching: Option for the poor and Solidarity**

To ensure that the curriculum celebrates the diversity not only in our community of Weoley Castle, but across the UK. To understand that God wants us to help people who are poor, who don't have enough food, a safe place to live, or a community to be part of and to understand that no matter what colour, gender or whatever our heritage, we are all part of God's family.

**Why we have chosen this objective:** We are ALL children of God - we need each other if are to live our lives to the full. We have to think of everybody's needs... not just our own. This is the cornerstone of our belief that we are made in the image and likeness of God.

**To achieve this objective:** We plan to: Review the curriculum, ensuring representation of different cultures and backgrounds; children and adults lead assemblies about Catholic Social Teaching; our Faith Life PowerPoints reflect our focus on Catholic Social Teaching.

**Progress we are making towards this objective:** We have had assemblies introducing the Catholic Social Teaching agenda and the impact it "can" have on us all, RSHE, RE and other curriculum areas have lessons dedicated to this agenda.

### **Objective 3: All children access clubs and extra-curricular activities**

To ensure that all children, especially those with protected characteristics or PPG children, participate in after school clubs, sports activities, music tuition and pupil-led committees.

**Why we have chosen this objective:** Some of our children do not have the access to enriching activities outside of school because of their "home circumstances".

**To achieve this objective, we plan to:** To consult with children and parents to encourage children to take up extracurricular opportunities. To ensure that the children in our pupil leadership teams

represent the diversity of our school community. To analyses the make-up of sports teams, pupil-led committees and musical groups to ensure that they are inclusive and take action to increase inclusion if required

**Progress we are making towards this objective:** Pupil voice: What are children's attitudes towards cultural diversity and inclusion? Pupil voice: What do children remember about the key concepts taught across the year?

#### **9. Monitoring arrangements**

The Head teacher will update the equality information we publish, at least every year.

This document will be reviewed by governing body at least every 4 years.

This document will be approved by The Chair of Governors

Approved by the Governors: July 2023

Signed:

A handwritten signature in black ink, appearing to read 'Francesca Foley' or 'Francesca F. Foley'.

Mrs F Foley: Chair of Governors