



St Mary's RC Primary School: Equalities Policy

1 INTRODUCTION AND PURPOSE

St Mary's RC Primary recognises its duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the nine characteristics protected in law:

- 1.Age
- 2.Sex
3. Race
4. Marriage & Civil Partnerships
- 5.Pregnancy and Maternity
- 6.Gender reassignment
- 7.Disability
8. Sexual Orientation
9. Religion or belief

In addition, we acknowledge economic disadvantage, recognising that this has one of the most significant impacts for achieving equality for all our children and young people.

As a Catholic school, the values of the Gospel permeate all aspects of school life. The children / young people grow to recognise that every person is unique, made in God's image and likeness. God's message of love, tolerance and respect for the individual is reinforced within our teaching and is central to collective acts of worship.

The emotional health and wellbeing of children, young people and staff is essential for our children to have the best start to life and to have successful life chances. We are committed to developing positive relationships between all in the school community, children, young people, staff and parents. Our core practices are the 4 Rs: Relationships, Rights Respecting, Resilience, Restorative.

We are a Rights Respecting School. This procedure covers the following articles of the UNCRC:

- Article 2 – You have the right to protection against discrimination.
- Article 19 – You have the right to be protected from being hurt or badly treated.
- Article 29 – You have the right to an education which develops your personality and your respect for other's rights and the environment.

This procedure has been written with reference to the Scottish Catholic Education Service Equality Policy for schools and in consultation with representatives of the Archdiocese of St. Andrew's and Edinburgh and our Pupil and Parent Equality groups.

Please also read our school's Anti-Bullying Policy

2 PROMOTION OF EQUALITY

All teaching and learning within a Catholic school is rooted in the teaching of the Church. As part of our work to promote equality, we aim to ensure that children are offered opportunities to develop their understanding of faith in practice and to:

- understand and respect diversity in all its forms;
- learn about equality and inclusion in a variety of curriculum areas (e.g. HWB, Science, RE, and Literacy);
- develop an understanding of global citizenship;
- understand the power of language particularly relating to verbal abuse due to race, disability, religion, sexual orientation, gender or social standing;
- develop an understanding of their rights, the rights of others, and their responsibilities to each other;
- develop an understanding and appreciation of other religious beliefs and cultures;
- develop emotionally and intellectually with the personal qualities and attributes required to make a successful life in a diverse society.

3 Racial equality

St Mary's RC Primary School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

3.1 In our school we:

- Take positive action to eliminate racial discrimination and harassment;
- Promote equality of opportunity for all members of the school community;
- Promote good relations between people of different racial groups cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the parental body and the student body;
- positively celebrate diversity;
- promote good relations between people of different racial and ethnic groups;
- seek to educate pupils in a manner which promotes community cohesion in a multi-cultural society.

3.2 We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures. We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

Racist Incident – A racist incident is any incident that is perceived to be racist by the victim or any other person.

3.3 Our school and its environment must be welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.

3.4 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

4 Disability non-discrimination

4.1 We are committed to meeting the needs of disabled children and their families. All reasonable steps are taken to ensure that these children and families are not disadvantaged compared with non-disabled children and their families.

4.2 The school is committed to providing an environment that allows disabled children and adults full access to the school premises and to all areas of learning.

4.3 Teachers modify teaching and learning as appropriate for children with disabilities.

5 Gender equality

5.1 We are committed to seeing girls and boys making the best possible progress at St Mary's.

5.2 We recognize that nationally, gender is one of the key factors affecting educational performance; but we know that social class, ethnic origin and local context can play a significant part in the relative achievement of boys and girls. We seek to ensure that policies designed to improve the attainment of one gender group does not do so at the expense of the other.

6 The role of the class teacher

6.1 Class teachers do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

6.2 When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups, or of boys and girls. We must all be careful that the language we use does not reinforce stereotypes or prejudice.

6.3 We seek to implement this policy when planning the children's work and to draw attention to the significant contributions made currently and in past times by women and by people of different ethnic groups and with disabilities.

6.4 We also aim to show the true diversity of development in different parts of the world.

6.5 We do not tolerate any prejudice - based bullying. All teachers and support staff challenge any incidents of prejudice or racism. Any incidents which display prejudice are drawn to the immediate attention of the Headteacher.

7 The role of the Headteacher

7.1 It is the Headteacher's role to:

- ensure that the school's policy on Equalities is implemented effectively;
- ensure that all staff are aware of the school policy on Equalities and apply these guidelines fairly in all situations;

- ensure that appointment panels give due regard to this policy, so that no one is discriminated against;
- promote the principle of equality when developing the curriculum for pupils, and in providing opportunities for professional development for staff;
- promote respect for other people in all aspects of school life, including collective worship and displays;
- manage all incidents of unfair treatment, and any racist incidents, with due seriousness, and in line with this policy.

8 REVIEW OF THE EQUALITY POLICY

Monitoring and review of all policies will inform the development of an Equality Action Plan for the school.

The Equality Policy shall be reviewed every three years. As part of the review process, the school will decide whether it is necessary to draw up a race equality action plan for the following years, highlighting key issues for action and responsibilities. Where appropriate, this will be incorporated within or appended to the School Improvement Plan.

9 RESPONSIBILITY

It is the responsibility of all members of the school community to:

- Promote equality and support the implementation of the Equality Policy including the Racial/Discrimination Incidents Reporting Procedure;
- Behave in a manner which respects and values cultural and linguistic diversity;
- Challenge and eliminate racial discrimination and racial harassment.