**Equality and Equal Opportunities Policy**

Date reviewed: October 2024

Date of next review: October 2025

# **Rationale**

St Bede’s is a Catholic school that aims to be an extension of the Christian family, where the message of Christ’s Gospel is lived, developed and central to everything we do. We aim to provide a rich, stimulating environment where everyone, children, parents and staff, are encouraged to discover their gifts, strengths and an enthusiasm for life, living life to the full, reaching their full potential.

The mission statement of our school talks of us all working together for a common aim, academically, socially and spiritually – no one is excluded from that. We are committed to giving all of our pupils every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. This policy helps to ensure that our school promotes the individuality of all of our pupils, irrespective of ethnicity, race, nationality, religious beliefs, attainment, age, disability, gender, socio-economic background or any other inappropriate distinction.

We aim to reflect the multi-ethnic and diverse cultural nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 (amended 2000) and The Equality Act 2010, which state that people are legally protected against discrimination due to their race (This includes their skin colour, nationality or ethnic group).

This policy should be read in conjunction with other related school policies – Anti-bullying and SEND.

St Bede’s Catholic Primary is fully committed to:

* promoting equality of opportunity for all
* promoting good relations between members of different racial, cultural and religious groups and communities
* eliminating unlawful discrimination or bias of any kind, including race, gender, age, disability or ability

**Purpose of the Equality and Equal Opportunities Policy:**

* To ensure that no member of our school community is discriminated against.
* To develop in all pupils the confidence, knowledge, understanding and skills to participate fully in Britain’s diverse multi-ethnic, multi-cultural society and in the wider increasingly interdependent world.
* To give pupils the skills to enable them to overcome existing inequalities by raising self-esteem and personal aspirations.
* To encourage pupils to identify what they **can** do by assessment and target setting procedures. Provide for all pupils the opportunities to achieve the highest standards and the best possible qualifications to enable them to the next phase of education and prepare them for future life.
* To eradicate unequal outcomes.
* To challenge prejudice, bias and stereotype in all areas of life and in all curriculum subjects.
* To promote a positive image of people of different groups.
* To treat all pupils fairly and promote fair treatment by pupils of each other.
* To help every pupil to develop a sense of personal and cultural identity that is confident, open to change, receptive and respectful to the identities of others.

In fulfilling our legal duties we are guided by the core values and principles as expressed in the school’s mission statement and aims.

St Bede’s is a Catholic school based on the Gospel of Jesus Christ and we believe that:-

 “There is neither Jew nor Greek, slave nor free, male nor female,

 for you are all one in Christ Jesus”.

 Gal. 3:28

Therefore, we will strive to create an environment in which all pupils regardless of gender, ethnicity, social class, home background, creed, religion, physical or academic ability will be able to achieve their full potential, socially, academically, physically and emotionally, by offering them equal access to a broad balanced and differentiated curriculum.

#### Aims and objectives

In our school we aim to tackle discrimination and promote equality of opportunity and good relations across all aspects of school life. We do this by:

* creating an ethos in which all pupils and staff feel valued and secure;
* building self-esteem and confidence in all of our pupils, so that they can then use these qualities to influence their own relationships with others;
* having consistent expectations of pupils and their learning;
* removing or minimizing barriers to learning, so that all pupils can achieve;
* ensuring that our teaching considers the learning needs of all pupils through our teaching and learning programme;
* actively tackling discrimination and promoting equality through our School Prospectus, school website, newsletters to parents, Collective Worship, whole school use of ‘Statements to live by’, displays and work;
* regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures;
* making clear to our pupils what constitutes aggressive and discriminatory behaviour;
* identifying clear procedures for dealing quickly with incidents of discriminatory behaviour;
* making pupils and staff confident to challenge discriminatory and aggressive behaviour.

These aims are designed to ensure that our school meets the needs of everyone associated with us, taking account of ethnicity, culture, religion, language, gender, age, ability, special educational needs and social circumstances. At St Bede’s Catholic Primary School we believe that it is vital that we meet the needs of pupils to ensure inclusion for all and preparation for full participation in British society.

## Teaching and learning style

## We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

* ensure equality of access for all pupils and prepare them for life in a diverse society;
* not reinforce traditional gender roles and bias. All staff will be aware of the need for careful checking of resources in all subjects for bias stereotyping. Particular care needs to be taken when allotting tasks to pupils e.g. singling out boys for “heavy” tasks and girls for “caring” tasks.
* promote attitudes and values that will challenge discriminatory behaviour;
* be proactive in tackling and eliminating unlawful discrimination. Racist abuse, sexist abuse or verbal abuse because of differing home backgrounds or academic ability must be dealt with immediately and support given to the victim.
* provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
* seek to involve all parents in supporting their child’s education;
* provide educational visits, visitors and extra-curricular activities that reflect all pupil groupings;
* take account of the performance of all pupils when planning for future learning and setting challenging targets;
* make best use of all available resources to support the learning of all groups of pupils.

## Tackling Discrimination, Bias or Harassment

## Any incident of discrimination, bias or harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, and damage to a pupil’s property or lack of co-operation in a lesson.

##  Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

* Report any incident which demonstrates inequality to the Head Teacher who will carry out a full investigation of the situation.
* Report any racial incident to the Head Teacher or member of the SLT who will follow the guidance of the Local Authority on reporting racist incidents.
* Further action will be carried out in all cases as appropriate.

## Policy Impact

We have a rolling programme for reviewing our school policies. We regularly review the impact of our policies on the needs, entitlements and outcomes for pupils, staff and parents from different groups. We pay specific reference to the impact that our policies have on the attainment of pupils from different groups.

We make regular assessments of pupils’ learning and use this information to track pupils’ progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The Governing Body receives regular updates on pupil performance information.

School performance information is compared to national and Local Authority data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

* exclusions;
* incidents of discrimination, bias, harassment or bullying;
* parental involvement;
* community involvement.

Our monitoring activities enable us to identify any differences in pupil performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets in our School Improvement Plan, in order to make the necessary improvements to ensure that all pupils reach their full potential.

**St Bede’s Catholic Primary School**

**Racist Incident Record Sheet**

Name of Pupil: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

N.C.Year: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |  |  |
| --- | --- | --- | --- |
| Date | Incident | Action Taken | Additional Information |
|  |  |  | Report to Head TeacherHead Teacher to report to LA |
|  |  |  | Report to Head TeacherHead Teacher to report to LA |
|  |  |  | Report to Head TeacherHead Teacher to report to LAContact Parents |
|  |  |  | Report to Head Teacher Head Teacher to report to LAContact ParentsSeek appropriate advice/help |