

Equalities Policy

St Francis' Catholic Primary School



Ensuring for all an excellent child-centred education within a Christ-centred philosophy

Approved by FGB on: Jul 2014

Committee Responsible: Curriculum

Next review due by: Jan 2018

Equalities Policy

EQUALITY ACT 2010 Single Equality Scheme

Our Guiding Principle

“We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status. The test therefore of any institution is whether it enhances or threatens human dignity”

The Common Good 1996

1. Introduction

This Single Equality Scheme for Saint Francis Catholic Primary is designed to replace existing policies and schemes for Race, Disability and Gender and meet statutory duties, addressing the requirements of the Equality Act 2010.

2. Rationale

As a Catholic Primary School we are committed to ensuring that all members of the community have the opportunities to fulfill their potential as human beings made in the image of God. Each person, with the dignity and destiny of a child of God, has rights which respect their individual identity to ensure freedom from unjust discrimination.

3. Aims

St Francis Catholic Primary School seeks to:

- Be a community which lives the Gospel values of love and acceptance where all are respected and valued for who they are regardless of gender, ethnicity, religion, social class, marital status or ability now known as Protected Characteristics
- Encourage and enable every member of the community to develop their spiritual, moral, intellectual, creative, social and physical potential

4. Protected Characteristics

The Equality Act 2010 outlines a series of protected characteristics for which direct or indirect discrimination are illegal. We are committed to the development of positive policies to promote equality. This is to ensure that pupils, staff, parents and visitors are treated equally in regard to their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

5. The Public Sector Equality Duty

The General Duty of the Equalities Act 2010 places a duty on all public bodies when carrying out their functions so that they have due regard to the need to:

- eliminate conduct that is prohibited by the Equality Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it

- foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Exemptions to the Equalities duty include content of curriculum, collective worship and admissions to single sex schools and schools of a religious character.

The Specific Duty of Governors is:

- to prepare and publish a single equality scheme showing how it will meet its General Duty for St Francis Catholic Primary School, under the legislative guidance, the specific duties will be clear, avoid placing unnecessary bureaucratic burdens and the emphasis will be on outcomes and equality of treatment.

Procedures

In order to best meet the needs of all our pupils we are committed to equality by ensuring equal treatment of all its pupils, employees and others involved in the school community. We will ensure that members of our community are not treated less favorably in any procedure, practice or aspect of service delivery provided by the School. The School will not tolerate harassment of people based on their protected characteristic. We will provide pupils with a firm foundation based on Catholic teaching that will enable them to fulfill their potential, regardless of their protected characteristic. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as a Catholic School under this legislation by ensuring that:

- pupil related data is accurate and published as required
- staff related data is accurate and ready for scrutiny when required
- teaching is planned to foster good relations and equality for all
- the School Pupil Inclusion Register is kept up to date and available to those for whom it is intended
- we develop positive understanding in the promotion of equality in our pastoral work with pupils
- we implement the guidance as set out in the Diocesan advice to schools in being 'A People of Hope'. (Clifton Diocese, 2009)
- we are fully compliant with environmental and access standards
- the School Access Plan is regularly reviewed
- advertising, recruitment and selection procedures are in keeping with legal requirements
- we target measures which will alleviate disadvantage
- no child is victimised as a consequence of the behaviour of a sibling or parent
- reasonable adjustments are made in order to include children or staff with disabilities
- priority is given in admissions to pupils of Roman Catholic background
- the curriculum is not delivered in a discriminatory manner
- pupils are not treated less favourably due to sex, sexual orientation or gender reassignment
- sports for boys and girls are given equal value

Roles and responsibilities for implementing and monitoring the Single Equality Scheme

The Governing Body will:

- designate a governor who will keep an overview of the Equality Scheme
- support the Head Teacher in implementing any actions necessary

- apply religious criteria when recruiting or dismissing teaching staff and give preferences to persons:-
 - whose religious opinions are in accordance with the tenets of the religion of the school:
 - who attend religious worship in accordance with those tenets; or
 - who give, or are willing to give, religious education in accordance with those tenets.

The Headteacher will:

- have responsibility for the oversight of the Equality Scheme

Parents will:

- be made aware of our guiding principle *“We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status”*.
- have access to this policy through the website

Staff will:

- be made aware of our guiding principle *“We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status”*.
- support the Single Equality Scheme through conduct, behaviour and teaching

Pupils will:

be taught our guiding principle as outlined *“We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status”* and be taught to understand that we are all unique creations of God made of equal worth and have equal rights to a place in creation.