

**love ~ joy ~ responsibility ~ creativity ~ respect ~ opportunity**

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| **St Wilfrid’s Catholic Primary School Statement of Equality/Diversity Policy** |

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| 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 | Mickey Davies | Elaine Morrissey | Elaine Morrissey |

Policy Review Dates

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| --- | --- | --- | --- |
| Review Date | Changes made | By whom | Date ratified with FGB |
| June 2016 |  |  |  |
| September 2016 |  |  | September 2016 |
| September 2017 |  |  | November 2017 |
| September 2019 |  |  | November 2019 |
| September 2021 |  |  | October 2021 |
| September 2022 |  |  | September 2022 |

**MISSION CURRICULUM INTENT**

“I have come that they may have life, and have it to the full.” John 10:10

Our Mission Curriculum at St Wilfrid’s Catholic Primary school is designed to enable children to develop their full potential through discovery of the gifts they have been given by God. We develop these gifts so that our children can “Live Life to the Full,” academically, socially, emotionally, physically and spiritually, Our Mission is values led: we **love** one another, show **respect** and accept **responsibility**. Embracing **opportunity** and nurturing **creativity** we share in the **joy** of Jesus. We teach our children to use their gifts to enrich, enable and enhance the lives of others in their own families, school, parish and wider community, nation and world, throughout their lives.

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**Equal Opportunities Policy**

St. Wilfrid’s is a Catholic school primarily concerned with the values of the Catholic faith and this is at the heart of all we do. The development of all children; spiritually, socially and academically is of great importance to Governors and Staff, irrespective of ability, be it learning or physical. As such 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, 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 regardless/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.
* 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.
* To take all reasonable steps to 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 Head Teacher 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 Head Teacher and appropriate members of the Senior Leadership Team.

by:

* Monitoring the progress of children of minority groups, 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.

Action Plan to Support the Policy

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| Action | Monitoring impact | Who | When | Success Criteria |
| Publish and promote the Equality Plan  through the school website, newsletter  and staff meetings | Include question in next  parent questionnaire | AW | 2016-2017 | Increased awareness of plan |
| Monitor and analyse pupil achievement  by race, gender and disability and act on  any trends or patterns in the data that  require action | Data analysis each  term | SLT  GB | Termly | Narrowing of gaps |
| Ensure that the curriculum actively  promotes and positively models aspects of  gender, race and disability | Review take up of  clubs and track pupils  who are reluctant to  participate | All staff | Termly | Increase in numbers participating |
| Ensure that displays promote and  celebrate diversity | Learning walks | SLT | On going | More diversity  reflected in displays |
| Encourage the participation of all pupils in the rich and varied life of the school –  clubs, areas of responsibility, teams etc. | Analysis of club  participation and  ensure variety | All staff | Annually | Greater diversity of  club membership  and those in positions  of responsibility |
| Identify, respond and report racist  incidents to parents and record on cpoms | Use data to assess  school’s response to  incidents | JMc  SLT | Termly | Prompt and  appropriate  response to all  incidents and  positive parental  feedback |