



Holy Cross Catholic Primary Academy

*Christ is the centre of our lives
Our learning and friendships
In a safe, happy and caring community
Where all are welcome.*

Equality Policy

Introduction

The Equality Act 2010 makes it unlawful for a school to discriminate against an employee, an applicant for employment, a pupil or prospective pupil by treating them less favourably because of their gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or association with any of the above.

It is also unlawful to discriminate because of age in relation to employment but this does not apply to pupils in schools.

Religion or Belief

The Act provides an exception from the prohibition on religion or belief discrimination in relation to schools with a religious character. The exception applies to anything done in connection with admissions or in relation to the school's governing body (in the case of Catholic schools). The Act allows schools with a religious character to discriminate because of religion or belief in relation to admissions and in access to any benefit or service. St Anne's will be able to mark or celebrate events specific to the Catholic Faith or ethos without equivalent celebrations of events or acts of faith significant to other religions being celebrated.

The 2010 Equality Act also introduced a single Public Sector Equality Duty (PSED) which promotes equality for all. It requires public bodies to have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people of different groups
- Foster good relations between people from all groups

The Act provides that for Catholic Schools, they may give preference in connection with the appointment, remuneration or promotion of teachers at the school, to those whose religious beliefs or religious practice is in accordance with the tenets of their denomination. Likewise, they may give similar preference to those who give or are willing to give religious education at the school in accordance with the tenets of the Catholic Church.

Conduct of a teacher which is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher's employment should be terminated.

Preference can therefore be given to practising Catholics in appointments to teaching posts. This was extended to allow preference to be given to practising Catholics in non-teaching posts where there is genuine occupational requirement. 3

There has been a requirement on schools to carry out specific duties since 6th April 2012 by publishing information to demonstrate how they are complying with the Public Sector Equality Duty and every year thereafter, also reviewing, preparing and publishing their equality objectives every four years thereafter.

This information will be published on the school website and documents will be available on request from the school office.

Equality Commitment Statements

In accordance with our vision, we respect the equal rights of all our pupils and will educate them about equality. We also respect the equal rights of our staff and other members of the school community. We will comply with relevant legislation and implement school policy and plans in relation to race equality, disability equality and gender equality

Beyond those areas covered by our exemption as a Catholic School, we are committed to providing equality of opportunity to all pupils.

1. We are committed to combatting direct and indirect discrimination, harassment and victimisation. To achieve this we will ensure equality of opportunity is considered in

- Pupils personal development
- Progress, assessment and attainment
- Behaviour (including exclusions)
- The curriculum
- Curriculum enhancements
- Teaching and learning
- Admissions and attendance
- Staff recruitment
- Staff professional development
- Partnership with parents
- Partnership with the community
- Extended school provision

Teaching approaches that provide equality of opportunity include:

- Ensuring that all resources and materials actively challenge racial stereotyping
- Ensuring that all children, irrespective of race, have equal access to the curriculum
- Ensuring that boys and girls are able to participate in the same curriculum, particularly in science, design and technology and physical education taking account of the interests and concerns of boys and girls by using a range of activities and contexts for work and allowing a variety of interpretations and outcomes, particularly in English, science, design and technology, ICT, art and design, music and physical education
- Avoiding gender stereotyping when organising pupils into groups, assigning them to activities or arranging access to equipment, particularly in science, design and technology, ICT, music and physical education
- Taking account of pupils' specific religious or cultural beliefs relating to the representation of ideas or experiences or to the use of particular types of equipment, particularly in science, design and technology, ICT and art and design 4

- Enabling the fullest possible participation of pupils with disabilities or particular medical needs in all subjects, offering positive role models and making provision, where necessary, to facilitate access to activities with appropriate support, aids or adaptations.
2. Every pupil should achieve high standards regardless of gender, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity through teaching, provision, support and challenge
 3. Equality issues will be considered in our policies, in our planning and in our decision making processes
 4. Strategies are in place such as data and performance analysis and intervention groups to tackle underachievement
 5. Behaviour management procedures are fair, effective and equitable

These objectives will be developed to address issues summarised below:

1. Eliminating unlawful discrimination

Evidence of compliance can be found in:

- Staff induction process
- Racist incident file (submitted to the local authority)
- Behaviour logs
- Behaviour and bullying policy
- Staff development and training needs in the School Development Plan
- Safeguarding policy
- SEN and inclusion policy

2. Advancing equality of opportunity between people of different groups

Evidence of compliance can be found in:

- Targets set and tracking data of all groups (ensuring that no group is underachieving)
Reports of data analysis to staff (staff meetings)
- Reports of data to the governing body
- Interventions put in place
- Data of racist incidents 5

3. Fostering good relations between people from all groups

Evidence of compliance can be found in:

- Personal, Social and Health Education policy and scheme of work
- Collective worship policy
- Curriculum policies
- Behaviour and anti-bullying policy
- Behaviour logs

Please note these lists are not exhaustive.

Equality matters will be considered at SLT meetings and Governing Body meetings as part of the decision making process.