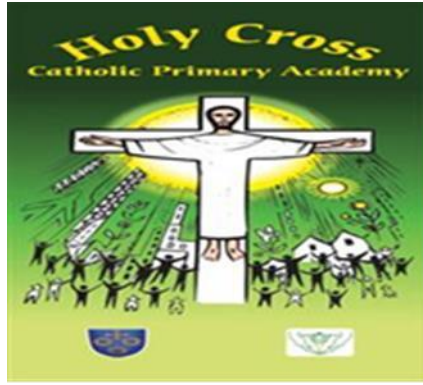




Jesus is the centre of our lives,

Our learning and friendships.

In a safe, happy and caring community

Where all are welcome.

HOLY CROSS CATHOLIC PRIMARY ACADEMY

Anti-Discrimination Policy

September 2026

REVIEW September 2028

Approved by: Governing Body

Date Approved: 1st September 2026

Review Date: 1st September 2028

Policy Lead: Headteacher

1. Introduction and Statement of Commitment

At Holy Cross Catholic Primary School, we believe that every person is created in the image and likeness of God and is therefore of equal dignity and infinite worth.

Our Catholic faith teaches us to love our neighbour, respect the uniqueness of every individual and work for justice, peace and the common good. We are committed to creating a welcoming, safe and inclusive school community in which every child, member of staff, parent, carer and visitor is treated with dignity, fairness and respect.

Holy Cross Catholic Primary School is committed to eliminating discrimination, harassment and victimisation and to promoting equality of opportunity for all.

We will not tolerate discrimination in any form. We recognise that prejudice and discrimination can have a significant impact on individuals and communities, and we are committed to challenging discriminatory attitudes, language and behaviour whenever they occur.

2. Purpose of the Policy

The purpose of this policy is to:

- promote equality, dignity and respect for all;
- prevent discrimination, harassment and victimisation;
- ensure that all members of the school community have equal access to opportunities;
- create an inclusive environment in which diversity is valued and celebrated;
- provide clear procedures for reporting and responding to incidents of discrimination;
- ensure that discriminatory behaviour is addressed appropriately;
- support pupils and staff who experience discrimination; and
- ensure that the school meets its responsibilities under equality legislation.

3. Scope

This policy applies to all members of the Holy Cross Catholic Primary School community, including:

- pupils;
- staff;
- governors;
- parents and carers;
- volunteers;
- contractors;
- visitors; and
- any other person working with or visiting the school.

The policy applies to all aspects of school life, including:

- teaching and learning;
- the curriculum;
- admissions;
- school activities and educational visits;
- extra-curricular activities;
- behaviour and relationships;
- recruitment and employment;
- communication with parents and carers; and
- the use of online and digital platforms associated with the school.

4. Legal Framework

This policy has been developed with regard to relevant legislation and guidance, including:

- the Equality Act 2010;
- the Public Sector Equality Duty;
- the Human Rights Act 1998;
- the Children Act 1989 and 2004;
- the Education Act 1996;
- relevant safeguarding legislation and statutory guidance;
- Department for Education guidance relating to equality and schools; and
- relevant guidance for Catholic schools.

Under the Equality Act 2010, schools must not unlawfully discriminate against pupils in the provision of education, access to benefits, facilities or services, or through exclusion or other detrimental treatment. ([GOV.UK](https://www.gov.uk))

This policy should be read alongside the school's:

- Equality Policy and Equality Objectives;
- Behaviour and Positive Relationships Policy;
- Anti-Bullying Policy;
- Safeguarding and Child Protection Policy;
- SEND Policy;
- Complaints Policy;
- Staff Code of Conduct;

5. Protected Characteristics

The Equality Act 2010 protects individuals from discrimination because of certain characteristics.

The protected characteristics relevant to this policy include:

- disability;
- race, including colour, nationality and ethnic or national origins;
- religion or belief;
- sex;
- gender reassignment;
- pregnancy and maternity;
- sexual orientation; and
- age in relation to employment and other circumstances covered by the legislation.

The school will have due regard to its legal responsibilities and will ensure that all pupils, staff and members of the wider school community are treated fairly and respectfully.

6. Forms of Discrimination

Discrimination may take a number of forms, including:

Direct Discrimination

Direct discrimination occurs when a person is treated less favourably because of a protected characteristic.

Indirect Discrimination

Indirect discrimination may occur when a policy, practice or procedure that applies to everyone places people with a particular protected characteristic at a disadvantage and cannot be justified.

Harassment

Harassment is unwanted behaviour related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

Victimisation occurs when a person is treated unfairly because they have made, supported or are believed to have made a complaint about discrimination.

7. Our Commitment to Equality and Inclusion

Holy Cross Catholic Primary School is committed to ensuring that every member of our community feels:

- welcomed;
- valued;
- respected;
- safe;
- included; and
- able to fulfil their potential.

We will actively promote a culture where differences are understood and respected.

We recognise and celebrate the diversity within our school, local community and wider society. We believe that diversity enriches our community and provides valuable opportunities for pupils to develop understanding, empathy and respect for others.

Our approach is rooted in the Gospel values of:

- love;
- compassion;
- justice;
- forgiveness;
- reconciliation;
- respect for human dignity;
- service; and
- the common good.

8. Preventing Discrimination

The school will take proactive steps to prevent discrimination.

These steps will include:

8.1 Creating an Inclusive Culture

We will promote positive relationships between all members of the school community and encourage a culture in which everyone feels respected and valued.

8.2 Teaching Respect and Understanding

Through our curriculum, Religious Education, Relationships and Health Education, assemblies, collective worship and wider school activities, pupils will be supported to:

- understand and respect difference;
- recognise prejudice and discrimination;

- develop empathy;
- challenge stereotypes;
- understand the importance of equality; and
- develop respectful relationships.

Teaching will be age-appropriate and consistent with statutory requirements and the school's Catholic ethos.

8.3 Challenging Prejudice

Staff will challenge discriminatory language, attitudes and behaviour whenever they occur.

This includes prejudice or discrimination relating to, but not limited to:

- racism;
- religious intolerance;
- antisemitism;
- Islamophobia;
- disability discrimination;
- sexism;
- homophobia;
- transphobia; and
- other forms of prejudice-based behaviour.

No form of discriminatory behaviour will be ignored or dismissed as "banter", a joke or a normal part of growing up.

9. Racism and Race-Related Discrimination

Holy Cross Catholic Primary School recognises that racism can take many forms, including:

- racist language;
- racist name-calling;
- racial stereotypes;
- offensive jokes;
- exclusion because of race or ethnicity;
- discriminatory attitudes;
- directing a person to return to their country (perceived country);
- racist symbols or images; and
- online racism.

The school will take all reports of racism seriously.

We will challenge racist behaviour promptly and appropriately and provide support to those affected.

All racist incidents will be recorded and monitored in accordance with the school's procedures and any relevant local authority requirements.

10. Disability and Special Educational Needs

The school is committed to ensuring that disabled pupils and pupils with special educational needs are treated fairly and are able to participate fully in school life.

We will make reasonable adjustments where required by law to ensure that disabled pupils are not placed at a substantial disadvantage.

We will work closely with:

- pupils;
- parents and carers;
- staff;
- the Special Educational Needs Coordinator (SENCO);
- external agencies; and
- other relevant professionals

to identify and remove barriers to learning and participation.

We will promote positive attitudes towards disability and challenge negative stereotypes or discriminatory language.

11. Religion and Belief

As a Catholic school, Holy Cross Catholic Primary School is rooted in the teachings of Jesus Christ and the traditions of the Catholic Church.

At the same time, we recognise and respect the dignity of people of all faiths and none.

We will not tolerate:

- religious discrimination;
- religious harassment;
- prejudice based on belief or non-belief;
- religious stereotyping; or
- hostility towards individuals or groups because of their faith.

We will promote understanding, respect and peaceful relationships between people of different faiths and beliefs.

12. Sex and Gender

The school is committed to ensuring that pupils are not treated unfairly because of their sex.

All pupils should have equitable access to learning opportunities, activities and school experiences.

We will challenge:

- sexist language;
- gender stereotypes;
- sexist attitudes;
- discriminatory behaviour; and
- behaviour that limits a child's opportunities because of assumptions about sex or gender.

The school will follow current legislation and relevant national guidance when considering matters relating to sex and gender reassignment.

13. Sexual Orientation

The school will not tolerate prejudice, discrimination or harassment directed towards any person because of their sexual orientation.

All members of the school community are expected to treat one another with dignity and respect.

Homophobic language or behaviour will be challenged and addressed, whether it is directed at an individual or used generally.

14. Discriminatory Language and Behaviour

Discriminatory language or behaviour is unacceptable.

This includes behaviour that takes place:

- in school;
- during school activities;
- on educational visits;
- online;
- through social media;
- through messaging platforms; or
- outside school where it affects the welfare of pupils or the orderly running of the school.

Staff will respond to discriminatory incidents promptly and consistently.

The school will consider:

- the nature and seriousness of the incident;
- the age and understanding of those involved;
- whether the behaviour was deliberate;
- whether there is a pattern of behaviour;
- the impact on the person affected; and
- the need for education, support, restorative action or sanctions.

15. Reporting Discrimination

All members of the school community are encouraged to report discrimination, harassment or prejudice-based incidents.

Pupils may report concerns to:

- their class teacher;
- a teaching assistant;
- the Headteacher;
- the Designated Safeguarding Lead; or
- another trusted adult.

Parents and carers may report concerns to:

- the class teacher;
- the Headteacher; or
- the school office, following the school's usual procedures.

Staff should report incidents in accordance with the school's internal reporting procedures.

All reports will be taken seriously.

16. Responding to Incidents

When an allegation or report of discrimination is made, the school will:

1. listen carefully to those involved;
2. take the concern seriously;
3. establish the facts as far as possible;
4. ensure that appropriate support is provided;

5. take action to address the behaviour;
6. record the incident appropriately;
7. communicate with parents or carers where appropriate;
8. consider whether safeguarding procedures are required;
9. monitor for any repeated behaviour; and
10. review whether further action is necessary.

The response will be proportionate, fair and appropriate to the circumstances.

Where appropriate, the school will use restorative approaches to help pupils understand the impact of their behaviour, repair relationships and develop greater understanding and respect.

At Holy Cross, the school will respond to all discriminatory incidents in line with our Positive Behaviour and Relationships Policy.

Restorative approaches will not replace appropriate sanctions where sanctions are necessary.

17. Supporting Those Affected

The welfare of any person experiencing discrimination is important to the school.

We will provide appropriate support, which may include:

- listening and reassurance;
- pastoral support;
- support from a trusted adult;
- support from the SENCO where appropriate;
- involvement of parents or carers;
- safeguarding support; and
- referral to external services where appropriate.

The school will take reasonable steps to ensure that individuals do not experience further discrimination or victimisation after reporting a concern.

18. Responsibilities

The Governing Body

The Governing Body will:

- ensure that the school meets its legal responsibilities;
- monitor the effectiveness of this policy;
- promote equality and inclusion;

- consider equality matters when making strategic decisions; and
- ensure appropriate action is taken where discrimination occurs.

The Headteacher

The Headteacher will:

- lead the implementation of this policy;
- promote an inclusive school culture;
- ensure staff understand their responsibilities;
- ensure appropriate procedures are in place for reporting and recording incidents;
- respond appropriately to serious incidents; and
- report relevant information to governors.

All Staff

All staff will:

- treat all members of the school community fairly and respectfully;
- model inclusive and respectful behaviour;
- challenge discriminatory language and behaviour;
- report concerns appropriately;
- support pupils who experience discrimination; and
- participate in relevant training.

Pupils

Pupils are expected to:

- treat others with kindness and respect;
- recognise that everyone is unique and valued;
- avoid discriminatory language and behaviour;
- report discrimination or prejudice;
- support others who may be experiencing discrimination; and
- follow the school's behaviour expectations.

Parents and Carers

Parents and carers are expected to:

- support the school's commitment to equality and inclusion;
- treat members of the school community respectfully;
- raise concerns appropriately; and

- work constructively with the school to address concerns.

19. Training and Awareness

The school will provide appropriate training and information for staff and governors to support their understanding of:

- equality legislation;
- discrimination and harassment;
- unconscious bias;
- inclusive practice;
- prejudice-based incidents;
- safeguarding; and
- the school's responsibilities under this policy.

The school will also provide pupils with age-appropriate opportunities to learn about equality, respect and positive relationships.

20. Recording and Monitoring

The school will record discriminatory incidents appropriately.

Records will be used to:

- identify patterns or trends;
- monitor the effectiveness of the school's response;
- identify areas where further action is required;
- inform staff training;
- inform equality objectives; and
- support the Governing Body in its monitoring role.

Information will be handled sensitively and in accordance with relevant data protection requirements.

21. Complaints

Any person who believes that they have experienced discrimination may raise the matter through the school's appropriate procedures.

Concerns should normally be raised informally in the first instance where appropriate.

If a concern cannot be resolved informally, the school's formal Complaints Policy may be used.

Allegations involving safeguarding concerns will be dealt with in accordance with the school's Safeguarding and Child Protection Policy.

22. Monitoring and Review

This policy will be reviewed regularly by the Governing Body and the Headteacher.

The school will monitor:

- reports of discriminatory incidents;
- patterns of behaviour;
- pupil and staff experiences;
- access to opportunities;
- the effectiveness of actions taken; and
- progress towards equality objectives.

The policy will normally be reviewed every two years, or sooner if there are significant changes to legislation, national guidance or school circumstances.

Conclusion

Holy Cross Catholic Primary School is committed to being a community where every person is known, valued and respected.

Inspired by the Gospel and by our Catholic mission, we will work together to create a school in which discrimination has no place and where all members of our community are able to flourish.

We recognise that promoting equality requires ongoing reflection and action. We are committed to listening, learning and working together to ensure that our school remains welcoming, inclusive and respectful to all.

“Love one another as I have loved you.”

John 13:34