



St Alphonse's RC Primary School

## **POLICY FOR EQUALITY, DIVERSITY AND INCLUSION**

St Alphonse's RC Primary School is a welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment.

The Equality Act 2010 and the Public Sector Equality Duty (PSED) provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. The Act also ensures that we continue to tackle issues of disadvantage of different groups.

We are committed to complying with our duties under the Equality Act, ensuring equality of opportunity for all pupils, staff, parents, carers and visitors, irrespective of their race, sex, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, marriage and civil partnership. We tackle discrimination through the positive promotion of equality, by valuing diversity, challenging bullying and stereotypes and by creating an inclusive environment which champions fairness and respect for all.

### **Aims and Values**

- To promote positive relationships, mutual respect and a tolerance for others, encouraging everyone to achieve their full potential.
- To promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life.
- To provide a broad, balanced and enriched curriculum that enables the school to meet a wide range of individual children's needs, goals and aspirations.
- To provide equal opportunity for all pupils to maximise their potential.
- To promote positive relationships with parents / carers, governors and members of the wider community.
- To encourage staff and pupils to recognise the value of diversity.
- To prepare children for life in a diverse society, in which children are able to see their place in the local, regional, national and international community.
- As far as possible, to ensure that the Christian ethos and environment of our school enables all pupils and staff to feel welcome, supported and valued, with access to all our facilities and services.

- To provide training for all staff and governors to enable them to understand equality, diversity and inclusion and to promote equality of opportunity for all.
- To ensure equality and inclusion is at the heart of all we do.

*We strive to achieve our aims in the firm belief that every child should enjoy attending our school.*

### **To achieve these aims we will:**

- Actively challenge discrimination and ensure that no child is disadvantaged within school.
- Involve the whole school community in the development, review and evaluation the School Improvement Plan, policies and procedures.
- Collect and analyse data to ensure all children are progressing well and no child is subject to disadvantage.
- Use all available information to set suitable learning challenges for all, respond to children's diverse needs and overcome any potential barriers to learning.
- Ensure that the wider school curriculum makes provision to promote and celebrate diversity.
- Have high expectations of behaviour which demonstrates respect to difference.
- Develop our pupil induction to enable children to understand this policy, its implications, and how they can contribute to achieving greater equality of opportunity.
- Make inclusion a thread which runs through all our activities.
- Provide positive non-stereotypical information about different groups of people, regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, marriage and civil partnership.

### **Monitoring and Quality Assurance**

We will systematically review all policies and address any areas of inequality or disadvantage. The school monitors, tracks and evaluates progress of all pupils, and analyses data in respect of any potential barriers to learning, such as children in care, race, ability or additional needs, gender, birthdate, looked after status, etc. The data collected is used to inform further school planning, target-setting and decision-making. In addition to monitoring, to rule out any potential disadvantage, quality assurance procedures ensure our school meets its duty to positively promote diversity.

### **Responsibilities**

#### **The Governing Board:**

- To ensure that the school complies with equality legislation.
- To make sure that the school's policy and its procedures and strategies are carried out and monitored with appropriate assessments, informing future plans.

- To scrutinise the recording and reporting procedures at least annually.
- To follow the admissions policy, which is fair and equitable in its treatment of all.
- To monitor attendance and take appropriate action where necessary.
- To observe good practice and fairness in staff recruitment and professional development and membership of the Governing Body.
- To provide information in appropriate, accessible formats.
- To be involved in dealing with serious breaches of the policy.

**The Headteacher will:**

- Implement the policy in all areas of school life, identifying and challenging bias and stereotyping within the curriculum and culture of the school.
- Ensure that all staff receive appropriate and relevant continuous professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Deal with any reported incidents of harassment or bullying in line with LA guidance.
- Ensure that all visitors and contractors are aware of, and comply with, our school's equality and diversity policy.

**All staff will:**

- Be vigilant in all areas of the school for any type of harassment and bullying.
- Deal effectively with all incidents from overt name-calling to the subtler forms of victimisation caused by perceived differences.
- Identify and challenge bias and stereotyping within the curriculum and in our school's culture.
- Promote equality and inclusion and not discriminate on grounds of race, sex, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, marriage and civil partnership
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society.

All breaches of this policy will be rigorously followed up using the appropriate procedures and reported to the Governing Board and LA as required.

## **EQUALITY STATEMENT**

*St Alphonsus RC Primary School is committed to ensuring equality of opportunity for all children, staff, parents, carers and visitors irrespective of their race, sex, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, marriage and civil partnership. We tackle discrimination through the positive promotion of equality, by valuing diversity, challenging bullying and stereotypes and by creating an inclusive environment which champions fairness and respect for all.*

<b>Effective Date</b>		<b>March 2025</b>	
<b>Review</b>		<b>Every 2 years</b>	
<b>Person Responsible</b>		<b>Tina Birds</b>	
<b>Signed Headteacher</b>	<b>Signed Chair of Governors</b>	<b>Date Ratified</b>	
Tina Birds	Scott Caplan	12 March 2025	