



## St Teresa's Catholic Primary School

### Equality Policy

*With Jesus, We Live, Learn and Love*

Policy Adopted:	Autumn 2014	Category:	Curriculum
Review Date:	Autumn 2015	Autumn 2018	
Completed	SF, NC, FM, LB	SF NC FM CJ	

### Overarching statement

In accordance with the ethos of St Teresa's Catholic Primary School, we aim to respect the equal human rights of all our pupils and to educate them about equality.

We will also respect the equal rights of our staff and other members of the school community. In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality as outlined in the equality act 2010.

### Who is responsible?

#### **The governors are responsible for:**

- making sure the school complies with the relevant equality legislation
- making sure the school Equality Policy is followed
- publishing information to demonstrate how they are complying with Public Sector Equality Duty and to prepare and publish objectives.

#### **The head teacher is responsible for:**

- making sure the school Equality policy is followed
- making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils and their parents and guardians know about them
- producing regular information for staff and governors about the plans and how they are working
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination,

including racist bullying, homophobic bullying and bullying related to gender or disability and any other hate incidents.

- Ensuring that all incidents are reported to and recorded by the Pupil Support Manager

**All staff are responsible for:**

- dealing with racist and other hate-incidents
- being able to recognise and tackle bias and stereotyping
- promoting equal opportunities and good race relations
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- keeping up to date with the law on discrimination
- taking up training and learning opportunities

Visitors and contractors are responsible for:

- knowing, and following, our Equality Policy.

## Race Equality plan

This plan sets out how St Teresa's Catholic Primary School will work to promote race equality. This plan addresses our specific duties under the Race Relations (Amendment) Act 2000. It forms part of our general Equality scheme and also relates to the Essex County Council procedure for reporting racist incidents involving pupils in schools.

### **Aims**

**To ensure equality of opportunity for all members of the school community**

**To ensure that there is an understanding and respect for diversity in our school**

### **Objectives**

- That the school will adopt a policy of actively promoting a culture that celebrates the diversity of our school community
- That all new policy and practices will be framed to include reference to access and equality
- That all policy and practice review and evaluation will include a review of equality

- That the school will encourage and foster an environment where the school community can debate issues of equality
- That all racist incidents will be investigated, recorded, and acted upon accordingly
- That the school will report openly any racist incidents and their outcome
- That the governing body will monitor all aspects of racial equality

## **Operation**

### **Staff in our school community**

- All posts in school will be advertised with an equal opportunities statement
- All appointments will be made in line with our policy of equal opportunity. That is to say, the candidate with the best match to the job specification, supported by commensurate references will be appointed irrespective of ethnicity, culture or belief.
- All staff will receive their entitlement to the induction process irrespective of gender, heritage or individual needs
- All staff will have equal opportunities for professional development to meet their personal needs
- Any reported act of racism will be investigated and acted upon as appropriate. The school will not tolerate racist offences against members of staff

### **Children in our school**

- All children will have equal access to the curriculum irrespective of gender, heritage or individual needs
- Where English is not the first language, additional support will be given to allow access to the curriculum when needed
- Teaching will value heritage and mother tongue, whilst allowing full access to the national curriculum
- New children to the country will be given a Mentor “buddy” to help and support

- It is recognised that some aspects of the curriculum may need to be additionally resourced to assure equality of access
- Any reported act of racism will be investigated and acted upon as appropriate. The school will not tolerate racist offences against members of staff

### **Adults visiting our school**

- All visitors will be expected to show respect to all members of the school community
- Any reported act of racism will be investigated and acted upon as appropriate. The school will not tolerate racist offences against any member of the school community

### **Monitoring and Assessment**

- Governors will monitor the policy and practice
- All appointments will be monitored by the governing body
- Induction and PM will be monitored by governing body

### **Health and safety**

- School health and safety policy will be adhered to at all times, and risk assessments carried out as appropriate

# Disability Equality plan

## ***Introduction***

This plan sets out how St Teresa's Catholic Primary School will work to promote disability equality. A person is disabled if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.

This plan addresses our specific duties under the Disability Discrimination Act 2005. It forms part of our general Equality Scheme and also relates to our Accessibility Plan.

## Disability Equality plan

### **Aims**

**To ensure equality of opportunity for all members of the school community**

**To ensure that there is an understanding and respect for diversity in our school**

### **Objectives**

- That the school will adopt a policy of actively promoting a culture that celebrates the diversity of our school community

- That all new policies and practices will be framed to include reference to access and equality
- That all policy and practice review and evaluation will include a review of equality
- That the school will encourage and foster an environment where the school community can debate issues of equality
- That all incidents relating to disability will be investigated, recorded, and acted upon accordingly
- That the school will report openly any incidents and their outcome
- That the governing body will monitor all aspects of disability equality and accessibility

### **Operation**

#### **Staff in our school community**

- All posts in school will be advertised with an equal opportunities statement
- All appointments will be made in line with our policy of equal opportunity. That is to say, the candidate with the best match to the job specification, supported by commensurate references will be appointed irrespective of ethnicity, disability, culture or belief.
- All staff will receive their entitlement to the induction process irrespective of disability, gender, heritage or individual needs
- All staff will have equal opportunities for professional development to meet their personal needs

#### **Children in our school**

- All children will have equal access to the curriculum irrespective of disability, gender, heritage or individual needs.
- Teaching will value differences, whilst allowing full access to the national curriculum
- It is recognised that some aspects of the curriculum may need to be additionally resourced to assure equality of access

### **Adults visiting our school**

- All visitors will be expected to show respect to all members of the school community
- Any reported act of disability discrimination will be investigated and acted upon as appropriate.

### **Monitoring and Assessment**

- Governors will monitor the policy and practice
- All appointments will be monitored by the governing body
- Induction and PM will be monitored by governing body

### **Health and safety**

- School health and safety policy will be adhered to at all times, and risk assessments carried out as appropriate

### **Access Policy and Plan**

#### **Aims**

**To ensure that all members of the school community have full and dignified access to the school premises**

**That all pupils at our school have access to the full curriculum irrespective of disability**

#### **Objectives**

- That the premises are audited to ensure that access to the premises is available for all members of the school community
- That classroom and common areas will be audited to ensure that all pupils have access to the whole curriculum
- That toilet provision will be audited to ensure that there is access to adapted toilets for any member of the school community so requiring.

- That a plan is developed to ensure any modifications are carried out within three years, subject to available funds
- That the headteacher will be the responsible person for access to the premises
- That a named governor will review and evaluate the policy and practice.

### **Organisation**

- The headteacher will carry out the audit with the site manager
- The headteacher will produce the action plan based on the audit
- The resources sub committee will ratify the plan, and agree any financial commitments therein
- The audit will be reviewed annually, and the action plan amended accordingly
- If any new member of the school community requires adaptations, the plan will be modified with immediate effect at chair's action.

### **Monitoring and Assessment**

- The attached governor will monitor and evaluate the policy and practice
- The chair of resources sub committee will ratify any requirements arising from changes in our school community

### **Equal opportunities**

- The policy is designed to give equal access to the school and curriculum irrespective of gender, ethnicity or disability

### **Health and safety**

- School health and safety policy will be adhered to at all times, and risk assessments carried out as appropriate.