



# Atherton Sacred Heart RC Primary School

## Single Equality Policy

### **Introduction**

This single policy reflects the legal duties set out in the 2010 Equality Act and it replaces previous separate policies on disability, race and gender.

### **Mission Statement**

By living out our Catholic faith,

TOGETHER we ENCOURAGE and ACHIEVE

### **Statement/Principles**

The policy outlines the commitment of the staff and Governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At Sacred Heart RC Primary School, equality is a key principle for treating all people the same irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010).

This policy is for and is shared with the whole school community including pupils, parents/ carers, staff, Governors, visitors.

### **Monitoring and Review**

The staff member responsible for co-ordinating the monitoring and evaluation is Carrie Morrow [headteacher]. Responsibilities include:

- Providing updates on equalities legislation and the school's responsibilities in this regard
- Working closely with the governor responsible for equality
- Supporting positively the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g SEND, Children Looked After, Minority Ethnic including Traveller and EAL pupils and Free School Meals, in the following recommended areas:

- Pupils' progress and attainment
- Learning and teaching
- Behaviour discipline and exclusions
- Attendance
- Admissions
- Incidents of prejudice related bullying and all forms of bullying
- Parental involvement
- Participation in extra-curricular and extended school activities
- Staff recruitment and retention
- Visits and visitors

## **Policy Commitments**

### **Promoting Equality: Curriculum**

We aim to provide all our pupils with the opportunity to succeed. To achieve this we will ensure:

- Curriculum planning reflects a commitment to equality
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families in the school
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles

### **Promoting Equality: Achievement**

There is a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity
- It is important to identify the particular needs of individuals and groups within the school and to use targeted interventions to narrow gaps in achievement
- A range of teaching methods is used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- All pupils are actively encouraged to engage fully pupils in their own learning.

## **Promoting Equality: The ethos and culture of the school**

- At Sacred Heart RC Primary School, we are aware that those involved in the leadership of the school community are instrumental in demonstrating mutual respect between all members of the school community
- We strive to achieve a feeling of openness and tolerance which welcomes everyone to the school
- The children are encouraged to greet visitors to the school with friendliness and respect
- The displays around the school reflect diversity across all aspects of equality and are frequently monitored
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents/ carers) with disabilities (this not only includes physical access, but takes account wider access to school information and activities)
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, classroom based and off-site activities
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice for example, the School Council, pupil voice activities about their learning and the life of the school
- Positive role models are used throughout the school to ensure that different groups of pupils feel welcomed and included

## **Promoting Equality: Staff Recruitment and Professional Development**

- All posts are advertised formally either internally or externally
- All those involved in recruitment and selection are trained and aware of what they should do avoid discrimination to ensure equality of opportunity
- Access to opportunity & professional development is monitored for equality
- Equalities policy and practice is covered is part of staff induction
- Supply staff and contractors are made aware of the equalities policy
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

## **Promoting Equality: Countering and Challenging Harassment and Bullying**

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors
- The school has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents [Miss Morrow, headteacher]
- The school reports to Governors, parents and LA on an annual basis the number of prejudice related incidents recorded in the school

## **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

Sacred Heart RC Primary School aims to work in partnership with parents/carers. We:

- Take action to ensure all parents/carers are encouraged to participate in the life of the school;
- Maintain good channels of communication both informally and formally
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of newly arrived pupils feel welcome.

### **Responsibility for the Policy**

In our school, all members of the school community have a responsibility for promoting equalities.

**The Governing Body** has responsibility for ensuring that:

- The school complies with all relevant equalities legislation
- The school has an up to date Single Equalities Policy
- The actions, procedures and strategies related to the policy are implemented
- The designated Equalities Governor will have an overview, on behalf of the governing body, on all prejudice related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents

**The Headteacher and Senior Leadership team** has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality
- Overseeing the implementation of the equality policy and schemes
- Co-ordinating the activities related to equality and evaluating impact
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any prejudice-related incidents

**All school staff** have responsibility for:

- The implementation of the school's equalities policy and schemes
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability, sexual orientation or other groups vulnerable to discrimination.
- Keeping up to date with equalities legislation.

## Measuring the Impact of this Policy

The equalities policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. The main findings from equality impact assessments will be published for the school community.

Updated: September 2017, to be updated annually

## Equality Information Reports

<p>Equality Objective 2017-18</p> <p>Positive affirmations about the LGBT community.</p> <p>Celebrate other cultures/ religions, particularly those represented in our own school population including African, Polish, Sikh religion.</p> <p>Disability awareness: to establish as part of our ongoing equality curriculum a focus on a disabled role model and how s/he overcomes challenges</p>
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ACTIONS	OUTCOMES
<ul style="list-style-type: none"> <li>• LGBT display with:               <ul style="list-style-type: none"> <li>➤ Rainbow flag</li> <li>➤ LGBT role models</li> <li>➤ Our anti homophobia slogan “It is ok to say the word gay as long as you are using it the correct way”.</li> </ul> </li> <li>• LGBT History Month event based on finding out, sharing the stories of positive gay models in an age appropriate way.</li> </ul>	
<ul style="list-style-type: none"> <li>• Black History Month events               <ul style="list-style-type: none"> <li>➤ Y3/4 to Octagon Theatre for African celebration</li> <li>➤ BHM presentation from Go Givers</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>• Hindu/ Sikh topic as part of ‘Come and See’ in Summer Term</li> </ul>	
<ul style="list-style-type: none"> <li>• Autumn: the Invictus Games</li> <li>• Spring: tbc</li> <li>• Summer tbc</li> </ul>	

Equality Objective 2016-17

Continue to explore the theme of 'different families'.

Celebrate other cultures, particularly those represented in our own school population including African and Polish.

ACTIONS	OUTCOMES
<ul style="list-style-type: none"><li>African Day on 22<sup>nd</sup> November as part of Black History Month.</li></ul>	<p><i>Pupils now know that Africa is made up of many countries each with their own cultures and traditions, some of which were presented in a very colourful showcase. Pupils know that Mrs Kibula was born in the Congo and that there are other Sacred Heart families with African heritage.</i></p>
<ul style="list-style-type: none"><li>Age appropriate book week celebrating differences in families in February as part of LGBT History Month.</li><li>'Go Givers' assembly presentation: saying no to homophobic bullying</li></ul>	<p><i>Books shared included 'Picnic in the Park' and 'The Big Book of Families'. Pupils know that families can be very different. The books included LGBT examples.</i></p> <p><i>Pupils no that the use of homophobic names is unacceptable. At Sacred Heart "it is ok to say the word gay, as long as you are using it the correct way"</i></p>

Equality Objective 2015-16

Break down barriers that still exist with regards to LGBT

ACTIONS	OUTCOMES
<ul style="list-style-type: none"><li>• Wigan Pride Competition</li><li>• 'Happily Ever After' play</li></ul>	<p><i>Predominantly mature and sensitive response within school. Display with slogan that reads</i></p> <p><i>'It is ok to say the word gay As long as you are using it the correct way'</i></p> <p><i>Some prejudice from a small minority of parents/ carers. As a result publicity, school became a target for hate prejudice some of which came from the Catholic community.</i></p>