

St Thomas More Primary School Equality Policy



Reviewed	Agreed by GB	Next review
November 2022		November 2026

Mission statement:

Share the light of Jesus, by learning together and loving others.

Our principal role as a Catholic school is to participate in the mission of the Catholic Church by providing a framework which will help children to grow in their understanding of God, The Gospel and in the practice of their faith.

The school will help the children to develop fully as human beings and prepare them to undertake their responsibilities as Catholics in society.

We are inspired by our Catholic faith and the Gospel vision of love, equality, justice, reconciliation, mutual respect and service.

We seek to create a community which:

- offers opportunities for all pupils and staff to aspire to achieve our God given potential
- is a place where our pupils can flourish and grow emotionally, academically, spiritually, physically, morally and socially
- offers opportunities for individuals to strive for excellence, enlightenment and understanding
- ensures every individual feels safe and valued
- provides a centre of excellence where our pupils can learn to become active members of society

LEGAL DUTIES

The aim at St Thomas More Primary School is to eliminate unlawful discrimination and promote equal opportunities and good relations in all areas of school life. We will provide a genuine Christian education which encompasses the dignity and equality of all people. This policy summarises the responsibilities and commitment of Governors, staff, pupils, contractors and visitors to have due regard to three specified matters which are the need to:

(a) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the **The Equality Act 2010** (“the Act”);

(b) Advance equality of opportunity between persons who share a **relevant protected characteristic** and those who do not;

(c) Foster good relations between persons who share a **relevant protected characteristic** and those who do not.

The matters referred to at (b) and (c) apply to the “relevant protected characteristics” which are set out in **Section 147(7)** of the Act as

- age
- disability
- gender reassignment

- pregnancy and maternity
- race
- religion or belief
- sex and sexual orientation

They do not apply to the protected characteristic of marriage and civil partnership. Subsection (a) however applies to all protected characteristics.

The Act also explains what is meant by having “due regard” as follows:

- Removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of persons who share a relevant protected characteristic from the needs of persons who do not share it;
- Encouraging persons who share a relevant protected characteristic to participate in public life or any other activity in which participation by such persons is disproportionately low.

The Act further sets out that:

- Meeting different needs involves taking steps to take account of disabled persons’ disabilities;
- Fostering good relations involves tackling prejudice and promoting understanding between those who share a relevant protected characteristic and those who do not;
- Compliance with the duties may involve treating some persons more favourably than others, although this is not to be taken as permitting conduct otherwise prohibited by the Act.
- The overriding principle of equality legislation is generally one of equal treatment - i.e. that you must treat a black person no less well than a white person, or a man as favourably as a woman. However, the provisions relating to disability discrimination are different in that you may, and often must, treat a disabled person more favourably than a person who is not disabled and may have to make changes to your practices to ensure, as far as is reasonably possible, that a disabled person can benefit from what you offer to the same extent that a person without that disability can. So in a school setting the general principle is that you have to treat male and female, black and white, gay and straight pupils equally - but you may be required to treat disabled pupils differently.

To meet our general duties, listed above the law requires us to carry out some specific duties to demonstrate how we meet them.

- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out.

STATEMENT OF HOW THESE AIMS ARE TO BE ACHIEVED

The school believes that education can and should strive to counter inequality in society playing a crucial role in promoting equality developing positive attitudes to cultural diversity and promoting shared values.

Each child should develop a sense of identity, be confident, self-affirming, open to change – choice and development, receptive and generous towards other identities, be able to contribute towards his /her own position, analyse received information arriving at a fair and balanced conclusion, identify bias – prejudice and discrimination, establish positive non-violent ways, take responsibility and participate in decisions, show respect for others/property, show honesty, consideration, trust, fairness and politeness.

Our Mission Statement underpins this as the school strives to apply and demonstrate Gospel values.

In practices the school will do this by:

1. Promoting positive attitudes such as respect, tolerance, awareness, sensitivity, understanding etc. through the overt and covert curriculum, worship and assemblies.
2. Avoiding and discouraging the use of stereotypical images and derogatory comments, jokes, or songs.
3. Ensuring that materials used in lessons are respectful and do not discriminate against others.
4. Ensuring that when new resources are purchased they reflect a variety of cultures and people in a variety of roles.
5. Providing suitable materials, resources and opportunities to ensure that there is equal opportunity for all levels of ability.
6. Encouraging the children to report all incidents to an adult in school so they do not pass unnoticed.
7. Staff dealing assertively with all forms of intolerance or prejudice.
8. All staff and pupils understanding the damaging effect of any form of intolerance or prejudice.

9. Pupils being made aware of their responsibilities as Christians, both towards each other and the wider community by responding in the appropriate manner.
10. Pupils exploring Fundamental British values (democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs) alongside developing an understanding of their own and other cultures.
11. Curriculum areas will be taught ensuring a balanced view is put. Children will be encouraged to weigh up arguments, make their own decisions and have sound reasons for them.
12. Assessment and reporting to parents will be unbiased, giving each child the opportunity to demonstrate their achievements, without categorising them in ways which may restrict their opportunities and avoiding stereotyped assumptions.
13. Staff being aware of possible cultural bias and assumptions within our own attitudes alongside an awareness of historical and contemporary processes which have caused/cause prejudice and injustice.
14. Staff and Governors having a commitment to providing high quality education for all pupils and preparing them for full participation in society.

Please see our Equality Objectives and data sheet (Appendix 1)

Links with other policies

- Safeguarding policy
- Behaviour policy
- Anti-bullying policy
- RSE Policy

Monitoring Arrangements

The Senior leadership team will update the data and objectives annually at least every year and the equality policy every four years.

This document will be reviewed by the Governing Body every four years.