



**St Mary's Catholic Primary  
School  
Equality Policy 2018/19**

## Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees only),
- Disability
- Race (includes ethnic or national origins, colour or nationality)
- Gender (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief (includes lack of belief)
- Sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to fulfil some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (***We will not publish any information that can specifically identify any child***).
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.( school is working towards silver level)  
In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging;
- Observe good equalities practice, including staff recruitment, retention and development;
- Aim to reduce and remove existing inequalities and barriers;
- Consult and involve widely;
- Strive to ensure that society will benefit.

**Our mission statement** - 'Everyone can live out the messages of Jesus with love, understanding and care'.

Our entire curriculum must reflect this mission and in our drive for excellence each individual must be encouraged to learn and grow fully to reach his / her potential.

### **Addressing Prejudice Related Incidents**

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the parents of all parties concerned. Incidents are recorded. Other actions will likely be necessary – see behaviour policy and exclusion policy.

### **Responsibility of the Academy Committee**

Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these. Holding the principal to account in the fulfilment of all duties.

### **Responsibility of the Principal**

As above and to include promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

### **Responsibility of the Senior Management Team**

To support the Principal as above. Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.

### **Responsibility of the Teaching staff**

Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure efficient recording and reporting of prejudice related incidents.

### **Responsibility of the Non Teaching Staff**

Support the school and the academy committee in delivering a fair and equitable service to all stakeholders. Uphold the commitment made by the academy committee regarding how pupils and parents/carers can expect to be treated and support colleagues within the school community. Ensure efficient recording and reporting of prejudice related incidents.

### **Responsibility of the Parents**

Take an active part in identifying barriers for the school community and in informing the Academy Committee of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school tackle inequality and achieve equality of opportunity for all.

### **Responsibility of the Pupils**

Supporting the school to tackle inequality. Uphold the commitment made by the academy committee regarding how pupils and parents/carers, staff and the wider school community can be expected to be treated.

### **Complaints**

Complaints with regard to this policy will be dealt with via the schools complaints procedure, a copy of which is available from the school office and is also downloadable from our website.

Further guidance on the Equality Act 2010 can be found at:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

### **Equality Scheme and Accessibility Plan**

This scheme and the accompanying action plans set out how the Academy Committee will promote equality of opportunity for disabled people.

Duties under the Equality Act require the Academy Committee to:

- Promote equality of opportunity for disabled people: pupils, parents, carers, staff and other people who use the school or may wish to; and
- Prepare and publish a disability equality scheme to show how they will meet these duties
- Since September 2002, the Academy Committee has had three key duties towards disabled pupils:
- Not to treat disabled pupils less favourably for a reason related to their disability;
- To make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
- To plan to increase access to education for disabled pupils.
- This scheme also sets out the proposals of the Academy Committee of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:
- Increasing the extent to which disabled pupils can participate in the school curriculum;
- Improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

## **Section 1:**

### **1.1 The purpose and direction of the school's scheme: vision and values (the ethos of the scheme).**

Through partnerships with local communities, St Mary's Catholic Primary School will strive to create a happy, safe, inclusive and challenging learning environment that develops independent, healthy and confident learners. We will ensure that all our learners, including those with a disability, aspire to the highest of standards, are economically aware, and make a positive contribution to the wider world.

- Provide opportunities for everyone to make a positive contribution to the community and wider world.
- Foster lively, enquiring, self-challenging minds through challenging and diverse learning methods.
- Develop pupil collaboration and independent learning opportunities.
- Make sure that all pupils are happy and fulfilled having a positive self-esteem.
- Ensure that pupils understand social responsibilities within the wider community, know their boundaries and are mutually respectful.
- Celebrate achievement as well as attainment of all pupils.
- Equip all of our pupils with the necessary life-skills and help them become literate and numerate in order to gain a lifelong means of communication.
- Promote positive attitudes in pupils to enable them to develop socially, morally and spiritually so that they can make the right choices to stay safe.
- For disabled parents, staff and members of the community who use our school we will ensure access and inclusion to the school's services so that they have

equality of access and usage with non- disabled parents, staff and members of the community who use our school.

- The school has set the following priorities for the development of the vision and values that inform the plan:
- Update our vision and values in the light of consultation with all stakeholders (including pupils, parents, staff and Academy Reps) to extend opportunities for all.
- To provide appropriate induction for all new staff and Academy Reps.
- Ensure that all staff have had appropriate disability awareness training

### **1.2 Involvement of disabled pupils, parents/ carers, staff and other users of the school**

Attendance of our pupils is carefully monitored. Authorised absences are at least in line with national expectations. Parents are kept fully informed and contacted if there is an issue regarding attendance. The EIS and our own attendance consultant are used to support attendance.

### **1.2 The school has set the following priorities in respect of consultation on the scheme:**

- Consultation with pupils and parents will be focused through the termly review meetings already in place (IEPs and statements)
- Consideration will be given to co-opting a disability representative onto the school Academy Committee (if such a representative can be found)
- Continuing consideration of how to make the consultation accessible to all participants
- Ensuring that fire evacuation procedures and safety precautions are accessible to disabled person/s (where and when they should be needed).
- Implementing support for personal development in relation to toileting / continence to ensure the school meets the needs of pupils with delayed personal development in relation to continence.

### **1.3 Impact Assessment**

We carry out a systematic review over time of all policies. As each policy is reviewed we will evaluate the positive and negative impact on disabled pupils, staff, parents / carers and people who use the school or may wish to do so. This evaluation will inform policy change that will be agreed by academy committee and disseminated to the entire school community.

## **Section 2:**

### **Priorities for St Mary's Catholic Primary School in meeting the general duty**

The school aims to meet the general duty by:

- (i) Promoting equality of opportunity
- (ii) Eliminating discrimination
- (iii) Eliminating bullying / harassment

- (iv) Promoting positive attitudes to disability
- (v) Encouraging participation in work and social life
- (vi) Steps to meet needs including more favourable treatment where this would create overall equality
- (vii) As stated in section 1.1 our vision is of a fully inclusive school with equal opportunities for all underpinned by the principles of the National Curriculum Inclusion Statement. Curriculum area plans and schemes of work will need to be scrutinised to ensure that suggested activities are accessible to all pupils and that reasonable adjustments have been made. Curriculum in this context goes beyond the 'taught' curriculum and is taken to encompass all activities undertaken during an extended school day. In relation to disabled parents, staff and members of the community who use our school we wish to ensure access and inclusion to the school's services so that they have equality of access and usage with non-disabled parents, staff and members of the community who use our school. High quality teaching and learning for all is a priority in the school improvement plan. Raising the quality of teaching for disabled pupils will be a significant step towards achieving this aim. The SENCO and other senior leaders in the school include improving outcomes for pupils with SEN and disability as part of their monitoring role.

Data collection and consultation will raise issues of progress and participation, which will need to be addressed over the lifetime of this plan (see priorities below).

**The school has set the following overall priorities for increasing curriculum access:**

- Development of the curriculum and strategies to increase access for pupils working substantially below expected levels using intervention strategies.
- Working with relevant advisers to ensure that maximum use is being made of technology to maximise progress and opportunity for all
- Work with advisers and local special schools to remove specific barriers for disabled pupils in relation to PE and outdoor activities should there be any disabled pupils.
- A rolling programme of curriculum area reviews will be undertaken to ensure that concerns relating to disability have been addressed.
- (viii) Improving the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services:
  - The physical environment of the school and surrounding areas can be a significant barrier to participation in educational activities for any disabled pupils. The school is committed to removing these barriers as part of its vision of an inclusive school and preparation for the future.
- (ix) Improving the delivery to disabled pupils of information that is provided in writing for pupils who are not disabled:
  - We will provide information in accessible formats for any disabled children or school
  - users (including parents) This includes:
- Home Learning

- Timetables
- Worksheets
- Teacher feedback and marking of work
- Notices
- Tests

The school has set the following priorities for providing information for disabled pupils:

- Training from support services on the availability and use of different formats (e.g. audio taping, symbols, large print, use of colour, Braille, BSL) (as and when appropriate)
- Exploring technological solutions to information access with appropriate support services

### **Section 3:**

#### **3.1 Implementation**

Overall responsibility for the school's accessibility plan lies with the Academy Committee (the academy committee) but improving access for disabled pupils requires everyone at the school to understand the duties in the Equality Act and apply this knowledge in their own area of responsibility: the head teacher, learning support assistants, class and subject teachers, dinner staff, the SENCO, the premises manager, curriculum coordinators, administrative staff and academy committee themselves.

Equality Act training will be undertaken by all teaching staff as and when needs are identified. As identified earlier in the plan, ancillary staff, academy committee and NQTs/new staff joining the school will need this training. The SEN committee member incorporates the monitoring of the implementation of this plan into their brief.

The Academy Committee will ensure that appropriate resources are made available from within the schools own budget and from any other possible funding streams. The Principal will take responsibility for ensuring that this plan is co-ordinated with other plans and policies across the school (SEN, Curriculum, Asset Management, Equal Opportunities, and Professional Development).

#### **Evaluation**

The impact of the plan will be evaluated annually and will be judged against the following outcomes:

- increased confidence of staff in differentiating the curriculum for disabled pupils;
- greater pupil and parental satisfaction with the arrangements made;
- improved outcomes for disabled pupils;
- improvements in the physical environment of the school;
- protocols for multi-agency working to support children with medical needs;

- teachers sharing good practice within the school, the school sharing good practice with others;
- any disabled pupils being more involved in whole life of the school.
- Any disabled adults who are part of the community being more involved in whole life of the school
- The school has set the following priorities for the management, coordination and implementation of the accessibility plan:
  - Identify available funding streams to increase access
  - Training for all staff
  - Co-ordinate plan with other school plans and policies
  - Implement effective monitoring and evaluation of the plan

### 3.2 Publication

It is intended to make the school’s plan a model of accessibility. We have tried to keep jargon and acronyms to a minimum. The plan will be made available in the following ways:

Downloadable from the school’s website

- On request in a variety of formats
- The school has set the following priority for making its plan available:
- Liaison with local support services and voluntary agencies for advice on the production of the plan in different formats when required.

### 3.3 Reviewing and revising this scheme

This scheme will be reviewed annually in line with the school improvement planning process. Revisions after each review will be made annually. The timescale below identifies the procedure for annual review to this version of the scheme.

#### 3c: Further information

- Information on arrangements for the admission of pupils with disabilities can be found in the Admission Policy (see note 1)
- St Mary’s is a fully inclusive school – no adult or child is disadvantaged because of race, gender or disability.

#### **This Policy is supported by:**

<b>Date approved by Academy Committee</b>	
<b>Next review date</b>	
<b>Body responsible for review</b>	St Mary’s Academy Committee