



Equality and inclusion Policy

April 2017

Review Date: April 2020

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

St. Joseph's Catholic Primary School Equality and inclusion Policy

This policy will be carried out with due regard to our School Vision and Mission Statement:

Together we love- Together we hope- Together we learn

St Joseph's Catholic Primary School is an inclusive, vibrant, Catholic community where we encourage everyone to share a love of learning and the love of Christ.

Together, we hope to inspire each other to achieve our full potential and to embrace our future with confidence.

Aims and objectives

At St. Joseph's we believe everyone is equal in the eyes of God. We do not discriminate against anyone, be they staff or pupil, on the grounds of their ability, sex, race, colour, religion, nationality, ethnic or national origins.

We promote the principles of fairness and justice for all, as demonstrated by Jesus, through the education that we provide in our school. We ensure that all pupils have equal access to the full range of educational opportunities provided by the school. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve. We challenge stereotyping and prejudice wherever it occurs. We celebrate the cultural diversity of our community and show respect for all minority groups.

Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and equal opportunities for all.

The role of governors

The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure all members of the school community are treated fairly and with equality. The governing body also seeks to ensure that people with disabilities are not discriminated

against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The governors welcome all applications to join the school, whatever background or disability a child may have. All applications will be considered by our Admissions Committee in line with the school's Admission Policy.

The governing body ensures that no child is discriminated against whilst in our school on account of their ability, sex, religion or race.

The role of the headteacher

It is the headteacher's role to implement the school's equal opportunities and racial equality policy and s/he is supported by the governing body in so doing. It is also her/ his role to ensure that all teachers are aware of and apply the school policy on equal opportunities.

The headteacher ensures that all appointments panels give due regard to this policy, so that no one is discriminated against when it comes to employment or training opportunities.

The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, e.g., in assemblies where respect for other people is a regular theme, and in displays shown around the school.

The headteacher treats all incidents of unfair treatment with due seriousness.

The role of the class teacher

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom materials, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues..

All our teachers challenge any incidents of prejudice or discrimination. Teachers also support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and review

It is the responsibility of the governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- Monitoring the progress of pupils in minority groups and comparing it to the progress made by other pupils in the school;
- Monitoring the staff appointments process, so that no one applying for a post at this school is discriminated against;
- Taking into serious consideration any complaints regarding equal opportunities issues from parents, staff or pupils;
- Monitoring the school Behaviour Policy and incidents of exclusions, ensuring that pupils from minority groups are not unfairly treated..

Approved by: _____

Date: _____

Review date: _____