

St. Mary's Catholic Primary School Equality Statement



At St. Mary's, we welcome our duties under the Equality Act 2010. We are committed to our STAR values of Stewardship, Teamwork, Agape and Respect being lived in our community. This means we will unconditionally support every member of our community, including those protected under the Equality Act of 2010. [Equality Act 2010](#) This includes:

- Eliminating discrimination through actively challenging and acting upon prejudice.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

Alongside our Catholic ethos, we aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being ready, respectful and safe.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's STAR values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced and diverse curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to ensure that pupils learn to

become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

At St. Mary's, we do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm. Prejudice related incidents will be taken seriously. They will be recorded on CPOMS (schools monitoring and record keeping software), reported to the local authority if appropriate, then analysed to help the Senior Leadership Team identify training needs or curriculum amendments. We will be both proactive and dynamic in responding to these needs. Sanctions may also be appropriate in line with our behaviour policy and anti-bullying policy. Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive. Inclusive behaviour includes working collaboratively with any child, accepting their differences and supporting them when appropriate.
- Aware of what constitutes discriminatory behaviour.
- Be curious and ask questions respectfully to pursue knowledge and eradicate ignorance.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Planning activities for important days and celebrations from different cultures and religions.
- Intentionally incorporating aspects of the 9 protected characteristics throughout the curriculum, including the texts chosen to read and the role models represented.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.

- Sex.
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality. We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and representation

We will not positively discriminate to increase diversity and representation. Positive discrimination is the unlawful process of favouring prospective or existing employees from a protected characteristic group. This can often arise where a job applicant or employee is given preferential treatment because they possess a protected characteristic, or is recruited or promoted specifically because of that characteristic, regardless of individual merit. We will continue to strive to ensure we have a diverse workplace, with a wealth diversity including experience, culture, gender, age, sexual orientation, race, religion, disability and gender reassignment because we recognise that diversity is good for all of us. We will take positive action to appeal to talented minority group applicants, therefore providing the best chance to increase diversity.