



ENGLISH MARTYRS CATHOLIC SCHOOL
Diocese of Westminster

Equality & Diversity Policy 2019

Mission Statement: 'We are special people on a journey, growing and learning together, in search of excellence, as we follow in the footsteps of Jesus.'

Community Prayer: "Let us pray for one another, no matter what our culture, nationality, disability or gender, let us all be one in His name."

Values: Love, Respect, Honesty

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous school policies on Disability, Ethnicity (ie Race) and Gender.

We all have a duty to 'actively promote' the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. ... This is to ensure that all our pupils understand the importance of respect and leave school fully prepared for life in modern Britain.

English Martyrs is a Rights Respecting School, where all who work here respect the United Nations Convention on the Rights of the Child (CRC).

Article 3 The best interests of the child must be a top priority in all things that affect children.

Article 29 Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights as well as for their parents, their own and other cultures and the environment.

Our Vision and Aims for Equality and Diversity

We aim to:

- Maintain and promote a working partnership between the school, parents and community which fosters respect, honesty, truth, co-operation and tolerance
- Help the children understand the world in which they live, have mutual respect for the values of others and work together as a team
- To ensure that everyone, whatever their needs and capabilities, is included and catered for
- To value each individual and recognise and respond to the needs of all children

Defining Equality and Diversity

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not necessarily be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils/ students, parents and school

governors.

Relating to the Equality Act (2010) there are 9 protected characteristics. These are:

- Age
- Disability
- Gender reassignment (transgender)
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religious and belief (including no belief)
- Sex (gender)
- Sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of the protected characteristics (excluding marriage and civil partnership) to:

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

Following analysis of school data, parent views and behaviour records we have set our Equality Objectives to monitor the inclusive provision and expected achievement for pupils from the following groups; gender, ethnicity and disability. See Equalities Objectives Appendix A

Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Through promoting diversity we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled, with a diversity friendly school culture we will be able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences.

Purpose and Scope of the Policy

This policy sets out English Martyrs School's commitment to promoting equality and diversity. We believe that it is our responsibility to promote equality and diversity. We will work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources and **accommodation**.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with the Outreach Agencies as appropriate.
- Supporting children's emotional needs through play therapy and mentoring.
- **Providing a curriculum that delivers Relationship Education, Health Education and Relationship and Sex Education to ensure pupils have a positive understanding of different characteristics and that they** recognise the contribution that individuals and groups with protected characteristics make to society, and **are taught to** challenge stereotyping and discrimination.
- Monitoring and reviewing of this policy will take place annually and it will be made accessible through the school website or will be made available in an alternative format as requested.

The policy applies to:

- School Governors
- Staff
- Parents
- Pupils
- Visitors to the school
- Multiagency Professionals
- Contractors

Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitors have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoid discrimination.

To promote understanding of this responsibility will:

- Ensure all stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promote equality and diversity
- Provide training/ development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified needs and priorities of our school.

In addition School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

Breaches of Policy

English Martyrs Primary School views any form of discrimination as a serious act of misconduct. Any allegation of a breach in the policy will be investigated by the Head teacher or where appropriate the Governing Body. This may lead to disciplinary or other appropriate action being taken.

Bullying and Diversity incidents

Pupils

English Martyrs Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigated and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Behaviour Policy.

Staff and Governors

The Local Authority and English Martyrs Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

Parents

We will share this policy with all parents and encourage all to respect the individuality and uniqueness of all pupils, staff , parents and wider community.

Diversity Complaints

English Martyrs School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the school website or will be made available in an alternative format as requested. Complaints should be made to the Head teacher or the Chair of Governors.

Monitoring and review

English Martyrs Primary School has specific duties under the Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our School Website www.englishmartyrs.towerhamlets.sch.uk. We will review this information annually.



APPENDIX 1

ENGLISH MARTYRS SCHOOL EQUALITY OBJECTIVES 2018

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence and focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objectives 2018 – 2020

Aim

To ensure that teachers are alert to under performance of groups of pupils of different gender , ethnicity and disability and strive to support pupils in school to reach expected standards and provide support for parents to help their children at home.

Outcomes – Pupils will make sustained progress in Reading, Writing and Mathematics due to:

- SEND Leaders providing teachers with updated class lists of pupils from Provision Map indicating intervention strategies and programmes. Teachers and Teacher Assistants will provide pupils with a rich and varied curriculum to support learning for all groups and close the attainment gap.
- CPD will provide teachers with software and ICT resources to support learning, eg WordQ, SpeakQ etc.
- Parent workshops for pupils with English as an Additional Language - EAL
- Parents will be informed and supported in helping their children achieve their full potential through well planned series of intervention programmes for parents including those with EAL - English as an Additional Language
- Pupils will be provided with additional resources and learning opportunities to support their learning and accelerate their progress

Aim

To educate pupils in respect for self and others' gender through Social Moral Spiritual and Cultural education and the school's Relationship and Sex Education –RSE programme.

Outcomes

- Where necessary pupils will be taught to articulate language of relationships, gender and sex in a positive and respectful manner
- Playground games rota to promote gender equality.
- Pupils mutual respect for each other
- Behaviour Record Book has no reference to homophobic abuse
- Reduction in reports for AIM Project – (Assess / Identify / Moving on)

POLICY REVIEW

This policy will be reviewed every four years by the Governing Body, as part of its monitoring cycle. Next review due Spring 2022.