



St Bonaventure's Catholic Primary School
Egerton Road
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BS7 8HP

Equality Policy 2021-25

The Equality Act 2010 places a specific duty on the Governing Body to prepare and publish a single Equality Policy setting out how it will meet the general duty under the Act at St Bonaventure's.

Policy Owner	Headteacher
Governing Body Committee	Standards
Version no.	6
Issue Date	18/03/15
Last Review Date	25/5/21
Next Review Date	Term 5 2025

Policy Statement

St Bonaventure's Catholic Primary school believes that every member of the school community is of equal value. We maintain that everyone should have the opportunity to be part of an environment which positively encourages individual successes in all aspects of learning irrespective of age, disability, ethnicity, race, gender, gender identity, religion, marriage or civil partnership, sexual orientation or economic grouping.

Introduction

This Equality Policy has been written to meet the requirements of the Equality Act 2010 and reflect best practice at St Bonaventure's Catholic Primary School.

(<http://www.legislation.gov.uk/ukpga/2010/15/contents>).

Rationale

As a Catholic Primary School, St Bonaventure's is committed to ensuring that all members of the community have the opportunities to fulfil their potential as human beings made in the image of God. Each person, with the dignity and destiny of a child of God, has rights which respect their individual identity to ensure freedom from unjust discrimination.

Aims

St Bonaventure's seeks to:

- be a community which lives and promotes the Gospel values of love and acceptance where all are respected and valued for who they are regardless of age, disability, ethnicity, race, gender, gender identity, religion, marriage or civil partnership, sexual orientation or economic grouping, now known as 'Protected Characteristics' (see below); and
- encourage and enable every member of the school community to develop their spiritual, moral, intellectual, creative, social and physical potential.

Protected Characteristics

The Equality Act 2010 outlines a series of protected characteristics for which direct or indirect discrimination are illegal. St Bonaventure's is committed to the development of positive policies to promote equality. This is to ensure that pupils, staff, parents and visitors are not treated less favourably because of their:

- Age
- Disability
- Ethnicity
- Race
- Gender
- Gender identity
- Religion
- Sexual orientation
- Marriage or civil partnership
- Pregnancy or maternity.

The Public Sector Equality Duty

The Equality Act 2010 places a general duty on all public bodies when carrying out their functions to have due regard to the need to:

- Eliminate conduct that is prohibited by the Equality Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.

Exemptions to the General Duty include content of curriculum, collective worship and admissions.

Policy Commitments

Promoting Equality: Curriculum

We aim to provide all our pupils with opportunities to achieve their potential. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families within the school community;
- There will be opportunities in the curriculum to explore concepts and issues related to identity and equality;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles;
- Pupils will be taught to understand the principles of the Equality Policy which is embodied in the school's Catholic ethos which recognises that we are all unique creations of God made of equal worth and have equal rights to a place in creation.

Promoting Equality: Achievement

There is a consistently high expectation of all pupils regardless of age, disability, ethnicity, race, gender, gender identity, religion, marriage or civil partnership, sexual orientation or economic grouping. To secure the best possible outcomes we recognise that:

- Adults in the school will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- Particular needs of individuals and groups within the school will be identified and targeted interventions used to narrow gaps in achievement;
- A range of teaching methods will be used to ensure effective learning at all stages for all pupils.
- All pupils are actively supported to engage fully in their own learning.

Promoting Equality: The ethos and culture of the school

- We strive to achieve a feeling of openness and respect which welcomes everyone to the school;
- The pupils are encouraged to greet visitors to the school with friendliness and respect;

- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all pupils through planning of assemblies, classroom based and off-site activities;
- Pupils' views are actively encouraged and respected. Pupils are given an effective voice, for example, through the School Council, Eco Council, pupil questionnaires and pupil conferencing, and there are regular opportunities to engage with pupils about their learning and the life of the school;
- Positive role models are used throughout the school to ensure that all pupils feel welcomed and included.

Promoting Equality: Staff Recruitment and Professional Development

- All staff posts are advertised formally and open to the widest pool of applicants whilst adhering to the requirements of the Instrument of Governance for faith schools;
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality of opportunity;
- Access to opportunities for professional development is monitored on equality grounds;
- Equality Policy and practice is covered in all staff inductions;
- All supply staff and contractors are made aware of the Equality Policy and practice;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

Promoting Equality: Countering and Challenging Harassment and Bullying

- The school counters and challenges all types of discriminatory behaviour and this is made clear to staff, pupils, parents and governors; through the schools related policies and procedures;
- The school has a clear, agreed procedure for dealing with harassment and bullying incidents and teachers and the Headteacher are responsible for recording and monitoring incidents;
- The school reports to Governors, parents and LA on an annual basis the number of harassment and bullying incidents recorded in the school.

Promoting Equality: Partnerships with Parents/Carers and the Wider Community

St Bonaventure's aims to work in close partnership with parents/carers. We:

- Encourage and provide opportunities for all parents/carers to participate in the life of the school;
- Maintain good channels of communication, e.g. through newsletter, website and annual questionnaires to ensure parents' views are captured to inform practice;
- Encourage members of the local community to join in school activities and celebrations;
- Ensure that the parents/carers of all newly arrived pupils are made to feel welcome and steps are taken to ensure we meet the needs of particular groups for instance, all information will be provided in an accessible format as required;
- Meet termly with the parent focus group to discuss relevant issues.

Parents will be made aware of this policy and have access to it through the school website.

Responsibility for implementation of the Policy (NB All members of the school community have a responsibility for promoting equalities.)

The Governing Body has responsibility for ensuring that:

- The school complies with all equalities legislation relevant to the school community;
- The school's Equality Policy is maintained and updated regularly; and that equality schemes are easily identifiable (these may be included within the School Improvement Plan, the school's Accessibility Plan or may be stand-alone documents);
- The actions, procedures and strategies related to the policy are implemented;
- The Management, Equalities and Child Protection Sub Committee will have an overview, on behalf of the governing body, on all harassment and bullying related incidents or incidents which are a breach of this policy and ensure that appropriate action is taken in relation to these incidents.

The Headteacher and Senior Leadership team has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of equality;
- Overseeing the implementation of the school's Equality policy and schemes;
- Co-ordinating the activities related to equality and evaluating impact;
- Ensuring that the Equality Policy is well publicised and available on school website and induction information for new staff and visitors;
- Ensuring that staff are aware of their responsibilities and are given relevant training and support;
- Taking appropriate action in response to any harassment and bullying incidents.

All school staff have responsibility for:

- The implementation of the school's Equality Policy and associated schemes;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of any of the protected characteristics;
- Keeping up to date with equalities legislation.

Measuring the Impact of this Policy

The Equality Policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parents and carers from the different groups that make up our school. This will then inform our Equality Objectives for the next 3 years. The main findings from equality impact assessments and the objectives will be published for the school community.

Conclusion

This policy has been drawn up in consultation with staff, governor and parent representatives.

In addition to this document the school has written and implemented policies on:

- Inclusion
- Equality
- Anti-bullying