

Equal Opportunities Policy Statement



Through respect we will work together in Christ to develop the whole person

Written: January 2022

Date of Review: January 2023

Leader: Mrs C Sime

In accordance with St. Matthew's Catholic Primary School's mission statement we will ensure:

- ✚ Equal human rights are respected for all
- ✚ Our pupils are educated regarding equality

We will assess our current school practices and implement all necessary resulting actions in relation to age (as an employer – not applicable to pupils), disability, sex, gender reassignment, race, pregnancy and maternity, religion or belief and sexual orientation.

Statutory Requirements

The equality objectives address our duties under current equality legislation, up to and including the Equality Act 2010. The 3 aims are to:

- ✚ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- ✚ Advance equality of opportunity between people who share a protected characteristic and those that do not
- ✚ Foster good relations between people who share a protected characteristic and those that do not.

Responsibilities

The school governors are responsible for:

- ✚ Ensuring the school complies with the relevant equality legislation
- ✚ Monitoring progress towards the equality objectives and reporting annually

The Head Teacher is responsible for:

- ✚ Establishing, publishing and implementing the school's equality objectives
- ✚ Ensuring steps are taken to address the school's stated equality objectives
- ✚ Ensuring equality plans are readily available and that the governors, staff, pupils and their parents/carers are aware of them
- ✚ Producing regular information for staff and governors about the plans and how they are progressing
- ✚ Ensuring all staff know their responsibilities and receive training and support in carrying these out
- ✚ Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents
- ✚ Enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents/carers and visitors to the school.

All staff are responsible for:

-  Promoting equality in their work
-  Avoiding unlawful discrimination against anyone
-  Fostering good relationships between groups
-  Dealing with prejudice-related incidents and reporting any concerns
-  Being able to recognise and tackle bias and stereo-typing
-  Taking up training and learning opportunities

The Pastoral Care Manager is responsible overall for monitoring the recording of prejudice-related incidents.