



# ST MATTHEW'S CATHOLIC PRIMARY SCHOOL EQUAL OPPORTUNITIES POLICY STATEMENT

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2023-2025



WRITTEN: NOVEMBER 2023  
REVIEWED: SEPTEMBER 2024

LEADER: MRS C SIME

LOVE, LEARN AND SHINE TOGETHER WITH JESUS

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.