



St Matthew's Catholic Primary School

# **Equal Opportunities Policy Statement**

2024 - 2025



Written: September 2024  
Reviewed: September 2025  
Leader: Mrs C Sime

*Love, Learn and Shine Together with Jesus*

Following 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 concerning 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 victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who 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, concerning disability, regarding 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.