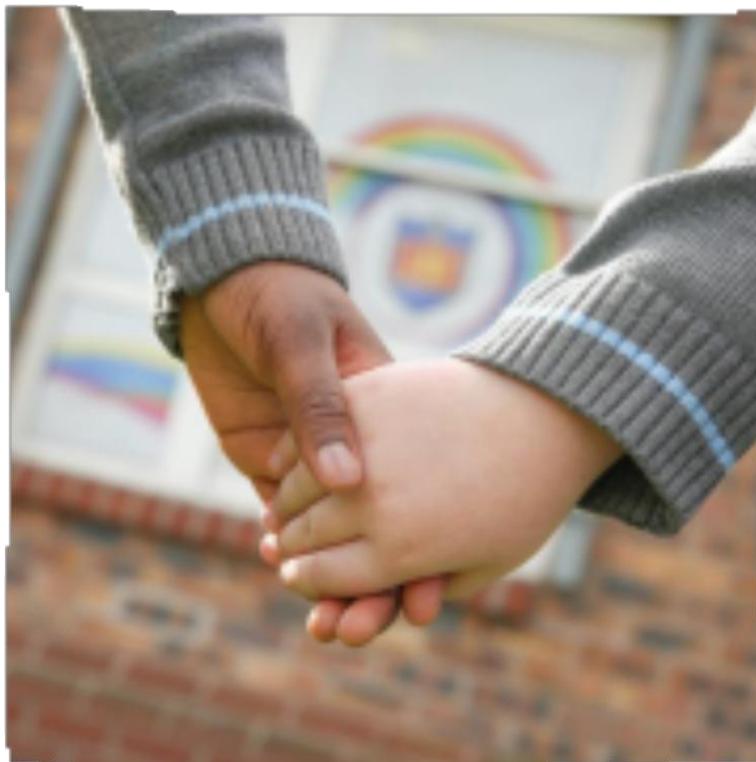




St Matthew's Catholic Primary School

Equal Opportunities Policy Statement

2025 - 2026



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

Love, Learn and Shine Together with Jesus

St Matthew's Catholic Primary School

Equality and Equal Opportunities Policy Statement



Policy Statement

Following St Matthew's Catholic Primary School's mission statement, we are committed to ensuring that:

- Equality, inclusion and respect are promoted across the whole school community
- All pupils are educated to understand and value diversity
- No pupil, parent/carer, staff member or visitor is treated unfairly or disadvantaged due to a protected characteristic

The school will assess current practice and take all necessary actions to ensure compliance with equality legislation in relation to the protected characteristics set out in the Equality Act 2010:

- Age (as an employer – not applicable to pupils)
- Disability
- Gender reassignment
- Marriage and civil partnership (as an employer)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Statutory Requirements

This school meets its duties under the Equality Act 2010, including the Public Sector Equality Duty (PSED). The school will have due regard to the need 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

The school will publish equality information and equality objectives in line with statutory requirements. Equality objectives will be reviewed and published at least every four years, with ongoing monitoring taking place throughout the year.

Responsibilities

Governing Body Responsibilities

The governing body is responsible for:

- ensuring the school complies with relevant equality legislation

- monitoring progress towards equality objectives and reviewing them as required
- receiving appropriate updates and reports relating to equality and inclusion

Headteacher Responsibilities

The Headteacher is responsible for:

- establishing, publishing and implementing the school's equality objectives
- ensuring action is taken to address the school's equality objectives
- ensuring equality information and objectives are accessible and shared appropriately with governors, staff, pupils and parents/carers
- providing updates to governors and staff on progress and impact
- ensuring all staff understand their responsibilities and receive appropriate training and support
- taking appropriate action in cases of harassment, discrimination and prejudice-related incidents
- ensuring reasonable adjustments are made where required in relation to disability (pupils, staff, parents/carers and visitors)

All Staff Responsibilities

All staff are responsible for:

- promoting equality through their day-to-day practice
- avoiding unlawful discrimination
- fostering positive relationships between different groups
- responding to prejudice-related incidents and reporting concerns appropriately
- recognising and tackling bias and stereotyping
- engaging in training and learning opportunities to support inclusive practice

School Business Manager (SBM) Responsibilities

The SBM is responsible for overseeing and monitoring the recording of prejudice-related incidents and ensuring appropriate systems are in place to support reporting and monitoring.

Recording, Monitoring and Reporting of Equality-Related Incidents

St Matthew's Catholic Primary School takes all reports of discrimination, harassment, bullying and prejudice-related incidents seriously. This includes incidents linked to protected characteristics or where bias, stereotyping or discriminatory language may be a contributing factor.

To ensure incidents are managed consistently and appropriately:

- Any member of staff who witnesses or is informed of an incident will respond in line with school procedures and ensure the pupil is safe and supported.
- Incidents will be recorded promptly using the school's agreed recording system (e.g. behaviour log / safeguarding system where appropriate).
- Where required, incidents will be reported to senior leaders for follow-up and investigation.
- Parents/carers will be contacted where appropriate and informed of actions taken, in line with the nature and severity of the incident.
- Incidents and patterns will be monitored regularly by the SBM and senior leaders to identify any emerging themes, repeat behaviours, or groups/pupils who may be vulnerable.
- Relevant information will be reviewed as part of wider behaviour monitoring and safeguarding systems, and will inform staff training, curriculum actions and equality objectives where needed.

Where incidents meet the threshold for bullying, harassment or safeguarding concern, they will be addressed in line with the school's Behaviour, Anti-Bullying and Safeguarding procedures.

