

Equality Statement



St. Joseph's Catholic Primary School

Jesus said: I have come that they may have life, and have it to the full. John 10:10

Date of Document: January 2023 Date of Review: January 2024

Person Responsible: Senior Leadership Team Presented to Staff and Governors: January 2023

Rationale

Jesus is at the heart of everything we do and the Gospels provide us with our influence and inspiration.

We are therefore committed to promoting:

- **The uniqueness of the individual.** We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.
- **The search for excellence.** We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.
- **The education of the whole person.** We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.
- **The education of all.** We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.
- **Moral principles.** Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Consequently, we will strive to ensure that:

- Any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them;
- Children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;
- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

EQUALITY STATEMENT

At St. Joseph's Catholic Primary School we are committed to ensuring equality of opportunity and the absence of unfair discrimination is provided for all stakeholders in line with the Equality Act 2010. We aim to demonstrate this equality of opportunity through all aspects of school life by removing barriers to

learning and success through our work in the classroom, our pastoral and inclusion support systems, out of hours learning opportunities, our links with the wider community and our recruitment and retention of staff.

We seek to demonstrate our commitment to providing equality of opportunity by:

- Ensuring that everyone is treated fairly and with respect.
- Making sure that our school is a safe, secure and stimulating place for everyone.
- Recognising that people have different needs, and understanding that treating people equally does not always involve treating them all exactly the same.
- Recognising that some pupils need extra support to help them make progress and be successful.
- Aiming to ensure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- Aiming to make sure that no-one experiences harassment, less favourable treatment or discrimination because of:
 - Age
 - Disability
 - Race
 - Gender
 - Gender re-assignment
 - Religion and belief
 - Sexual orientation
 - Marriage and civil partnership
 - Being pregnant or having recently had a baby

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information every year about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities, and reduce or remove them.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.