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# What we mean by equality.

# At the heart of Catholic education is the Christian vision of the human person. We at Corpus Christi Catholic Primary School believe that the human individual is created ‘in the image of God’ (Genesis 1: 27) and that ‘being in the image of God, the human individual possesses the dignity of a person, who is not just something but someone’ (CCC. 357). ‘We believe each person possesses a basic dignity that comes from God’ and from Christ Jesus, the Son of God, who became one of us (John 1: 14) ‘and not from any human quality or accomplishment, not from race, or gender, age or economic status’ (The Common Good in Education, Catholic Education Service, p. 6, 1997).

# This Christian vision, derived from Christ, his Church and Scripture, is expressed and explored in the Catholic life of our school and understood as a ‘work of love’ (The Catholic School on the Threshold of the Third Millennium, §15). Through Christ’s command to ‘love one another as I have loved you’ (John 15: 12) we understand equality to mean treating everyone with equal dignity and worth valuing their particular characteristics such as their age, disability, gender, ethnicity, religion or belief, sexual orientation and socio-economic circumstances. At Corpus Christi Catholic Primary School we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, everyone will be treated equally as we are all created in the image and likeness of God and as such we have the greatest respect for each other.

# As Pope Francis said on BBC Two's Pilgrimage: The Road to Rome 2019,

‘We are all human beings and have dignity. It does not matter who you are or how you live your life, you do not lose your dignity.’

# 1. Statutory Requirements: The Public Sector Equality Duty

# 1.1 The Public Sector Equality Duty came into force on the 6 April 2011 and replaced

the separate duties relating to race, disability and gender equality.

1.2 In order to comply with the Public Sector Equality duty, set out in section 149 of the Equality Act 2010, and in line with its ethos of excellence and opportunity for all its pupils and staff, the school will have due regard to the need to:

* Eliminate discrimination and other conduct that is prohibited by the Act
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it
* Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

1.3 The Equality Act 2010 states that having due regard for advancing equality involves:

* Removing or minimising disadvantages suffered by people due to their protected characteristics
* Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
* Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

(EHRC, *The Essential Guide to the Public Sector Equality Duty*, 2011, p9).

# 2. Protected Characteristics

2.1 The Public Sector Equality duty covers the following eight protected characteristics:

* Age
* Disability
* Gender Reassignment
* Pregnancy and Maternity
* Race
* Religion or Belief
* Sex
* Sexual Orientation

2.2 Corpus Christi Catholic Primary School will ensure that in all its policy, practice and development these are considered in terms of the impact of these policies, practice and development, to ensure that discrimination against them is eliminated and good relations and equality of opportunity between people of these protected characteristics and no characteristic is fostered and developed.

2.3 Corpus Christi Catholic Primary School will continue to organise students in groups according to age under the exemption to schools regarding age as a protected characteristic including where students are above the age of 18 as outlined in DfE, *Equality Act 2010: Advice for School Leaders, School Staff, Governing Bodies and Local Authorities*, 2011, p5.

# 3. Statutory Requirements: The Specific Duties

As a public body, Corpus Christi Catholic Primary School will fulfil its duty to:

* Publish information to demonstrate compliance with the Equality Duty, at least annually
* Set and publish equality objectives, at least every 4 years (currently 1 year)
* All information will be published in a way which makes it easy for all stakeholders to access and understand including making reasonable adjustments to meet the needs of stakeholders within a protected characteristic.

**4 . Good practice**

At Corpus Christi Catholic Primary School, we will:

* Strive to achieve a cohesive community and expect that learners and staff respect one another and behave with respect to one another, and that their parents feel

engaged in the school.

* Aim to enhance a wider sense of community locally, as well as in the context of

the United Kingdom and the world communities.

* Support the UN Convention on the Rights of the Child, the UN Convention on the

Rights of People with Disabilities, and the Human Rights Act 1998. Through our policies

and actions we undertake to ensure that every learner is healthy, safe, is able to enjoy

and achieve in their learning experience, and is able to contribute to the wider community.

* Consider it prudent and sensible to maintain the practice of logging hate

incidents and reporting them to the local authority. We monitor and log incidents that

discriminate against pupils and young people or adults in our school with protected

characteristics. We also monitor and log bullying incidents.

**4. Objectives**

At Corpus Christi Catholic Primary School, we will:

* Ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
* Advance equality of opportunity by ensuring that teaching, learning and the curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
* Eliminate any discrimination, harassment and victimisation. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
* Recognise and celebrate diversity within our community whilst promoting community cohesion.
* Ensure that pupils and parents are fully involved in the provision made by the school.
* Ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive and preventative action is funded where necessary.
* Ensure that this policy is applied to all we do.

**4. Strategies**

At Corpus Christi Catholic Primary School, monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that:

* procedures and practices within the school reflect the objectives of this policy.
* the diversity within our school and the wider community will be viewed positively by

all.

* professional development opportunities will be provided for staff to provide them

with the knowledge, skills and understanding they need to meet the requirements of this policy.

* teachers will ensure that the teaching and learning takes account of this policy.
* diversity will be recognised as a positive, rich resource for teaching, learning and the

curriculum.

* contributions will be sought from parents and others to enrich teaching, learning and

the curriculum.

* the positive achievements of all pupils will be celebrated and recognised.
* parents and governors will be involved and consulted about the provision being offered by the school.

**5. Outcomes**

In our Christ Centred community we will ensure that this policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated equally and as favourably as others. Corpus Christi Catholic Primary School will make all reasonable adjustments to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child and will take full account of their age, disability, gender, gender-identity, race, religion or belief and sexual orientation in accordance with the requirements of The Single Equality Act 2010.

**6. Equality Objectives**

The Equality Act 2010 requires schools to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

**Corpus Christi Catholic Primary School Equality Objectives 2019 – 2022:**

* Ensure that the organisation of the school is sensitive to the needs of each stakeholder with a positive attitude to equal opportunity by all staff, pupils, governors, parents and those who participate in the life of the school.
* Promote a positive self-image in all children by respecting their individuality
* Provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement and to make expected or better progress.
* Ensure there are opportunities in the curriculum to learn about other countries, cultures, festivals and faiths.
* Ensure resources provide positive and non-stereotypical images of all groups to challenge preconceived ideas of gender, ethnic origin, culture, religion or disability.
* Continue to acknowledge the richness and diversity of British society and to help prepare children for their part in that society by accepting responsibility for their behaviour, showing initiative, and understanding how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely.