



Equality and Diversity (Equal Opportunities) Policy

Aims of the School

1. *The school aims to show concern, in a school that looks to Christ for the basis of its existence, for all the teaching staff together with all the non-teaching staff and parents, as well as the pupils.*
2. *The school aims, through prayer, worship and liturgy, to develop the Faith of each individual in the school community.*
3. *The school aims to ensure that the curriculum provides a Catholic Christian setting in which the children can grow in faith and understanding and in the acquisition of skills, attitudes, values and knowledge.*
4. *The school aims to prepare the pupils to become active and responsible within the home, school, parish and the wider community in which they may live.*

Mission Statement

At St Anthony's we believe we are a community striving to live, love and learn together joyfully following Jesus Christ.

Equality and Diversity (Equal Opportunities) Policy

1 Aims and objectives

- 1.1** *We (The governing body and senior leaders) promote an environment in which no-one connected with our school is discriminated against because of their gender, social class, race, culture, religion, nationality, ethnic or national origins, disabilities or age. This policy reflects the general and specific duties of schools as detailed in the Race Relations Act 1976 and as amended by the Race Relations Act 2000; and covers both direct and indirect discrimination. We develop a positive welcoming environment, underpinned by the teaching of Christ and Diocesan guidelines. This policy should be read in conjunction with other related school policies (such as SEND, Attendance, RSHE, Behaviour / Child Protection and Complaints).*
- 1.2** *We promote the principles of fairness and justice for all through the education that we provide in our school.*
- 1.3** *We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.*
- 1.4** *We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.*
- 1.5** *We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.*
- 1.6** *We challenge stereotyping and prejudice whenever it occurs and have having high expectations of every individual regardless of their protected characteristics.*
- 1.7** *We celebrate the cultural diversity of our community, helping all pupils to develop a sense of their own personal and cultural identity and respect the identity of others*
- 1.8** *We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each*

individual's point of view, we aim to promote positive social attitudes and respect for all, encouraging every pupil to develop the knowledge, understanding and skills needed to participate in modern Britain.

1.9 *We offer every pupil a broad education, in-line with national and diocesan requirements*

2 Anti-racism - Tolerance

2.1 *It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.*

2.2 *We endeavour to make our school welcoming to all minority groups. So, for example, we would immediately remove any offensive graffiti that we may find in school. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.*

2.3 *Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. In the religious education curriculum topic on religious festivals, the children study other faiths and cultures as well as in our work promoting British values of respect and tolerance of all cultures and religions.*

2.4 *The Senior Leadership team will treat all allegations of incidents of unfair treatment and any racist incidents with due seriousness and will take action in cases of discrimination.*

2.5 *Should anyone at our school be at the risk of extremism, all staff and governors have undertaken PREVENT training to identify any members of our school community who may potentially be at risk of extremism.*

3 The role of governors

3.1 *The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of*

the school community are treated fairly and with equality.

- 3.2** *The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.*
- 3.3** *The governing body will, in its annual report, make reference to arrangements for pupils with disabilities.*
- 3.4** *The governors welcome all applications to join the school, whatever background or disability a child may have.*
- 3.5** *The governing body ensures that nobody in our school is discriminated against on the grounds of their protected characteristic. This includes: existing students; job applicants; and existing members of staff;*
The Equality Act 2010 lists nine protected groups:
- Age*
 - Disability*
 - Ethnicity/Race*
 - Gender*
 - Gender reassignment (Transgender)*
 - Marriage and Civil Partnership*
 - Pregnancy and Maternity*
 - Religion and Beliefs*
 - Sexual orientation*

All children have access to the full curriculum and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion requires reasonable adjustments to the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

4 The role of the Executive Head Teacher

- 4.1** *It is the Executive Head Teacher's role to implement the school's equal opportunities and anti-racist policy and he is supported by the governing body in*

so doing.

- 4.2 *It is the Executive Head Teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.*
- 4.3 *The Executive Head Teacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.*
- 4.4 *The senior leadership team promotes the principle of equal opportunities when developing the curriculum, and promotes respect for the other people in all aspects of school life e.g. displays, assemblies etc.*
- 4.5 *The Executive Head Teacher treats all incidents of unfair treatment and any racist incidents with due seriousness.*
- 4.6 *The Executive Head Teacher will develop and update the school's Equality and Diversity policy, in consultation with the governors as appropriate.*
- 4.7 *The Executive Head Teacher will oversee and co-ordinate the appropriate training of staff.*

5 The role of the staff

- 5.1 *Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.*
- 5.2 *When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.*
- 5.3 *When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues (E.g. History topics in our school include examples of the significant contributions women have made to developments in this country's history. In Geography topics the teacher*

attempts to counter stereotyping images of Africa and Asia and to show the true diversity of development in different parts of the world).

5.4 All staff challenge any incidents of prejudice or racism and promote equal opportunities and racial awareness in their teaching. We record any serious incidents in the school log book, and draw them to the attention of the Head of School and Executive Head Teacher.

6 **Monitoring and review**

6.1 It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- monitoring the progress of pupils of any minority groups and comparing it to the progress made by other significant groups in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the Executive Head Teacher to report to governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

Policy reviewed and ratified: December 2023

Review date: December 2027