

St. Margaret Mary's Catholic Junior School



Equality & Diversity Policy

April 2021

This Policy was approved by	Curriculum and Policies Committee
Name	Stephen Boardman
Position	Chair of Committee
Staff Lead	
Date	
Review Date:	June 2021

At St. Margaret Mary's Catholic Junior School, we pride ourselves on our bespoke curriculum which has been designed by our children, governors, community and staff to ensure that learning experiences are rich and balanced.

School Ethos

The ethos of this school will reflect that our nation is made up of many different groups of people that bring with them a wide range of different cultural heritages from around the globe. These are valued for the contribution they make to the rich diversity within our national cultural heritage. Our aim is to establish a harmonious society which is underpinned by mutual respect for all including those of different sexual orientation, those with SEND, those with any disability that effects their body or mind and those of different religious, racial, family or cultural backgrounds. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity regardless of sexual orientation, racial origins, religious beliefs, different family or cultural background.

Ethos Strategies

To meet our aims, we will ensure that the following strategies are implemented by all members of our community:

1. The schools deputy head and governing body representative will monitor, evaluate and review all of its practices and procedures to ensure that all members of our community have equal rights, equal opportunities and equal access to an excellent environment to work in and to access to education. This process will take place each term.
2. Our whole school community will welcome all with an openness and respect. Children are encouraged to greet visitors with friendliness and respect.
3. School is committed to reviewing and improving our Equality Impact Statement regularly. In support of this we are committed to actioning areas for improvement from the School Accessibility Audit.
4. Teaching and learning materials will be regularly monitored to ensure that they reflect our rich diversity, culture, and heritage.
5. The voices of pupils are listened to via school council and regular surveys/questionnaires. The outcomes of these are reviewed by leaders and governors.
6. Our community is encouraged to act as role models to ensure that everyone feels included.
7. This policy is discussed and agreed by staff through training sessions and INSET days.
8. The school rules will reflect this policy.
9. All staff will be expected to contribute to the aims of this policy in their day-to-day work.
10. The school aims, publications, displays, assemblies, worship, curriculum and pastoral structure will promote a diversity that values and respects all learners and visitors.
11. Our curriculum will prepare our pupils for life in a diverse society. We will provide opportunities to explore concepts and issues that relate to identity and equality, celebrate diversity, challenge discrimination and use images that positively reflect a range of cultures, identities and lifestyles.
12. Regardless of racial origins, religious beliefs or cultural background all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra-curricular activities.
13. The policy is applied to all appointment processes at all times and ensures that every applicant, regardless of age, disability, gender assignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity are treated equally and fairly.

Aims

1. To ensure that an excellent education is offered to all learners regardless of racial origins, religious beliefs or cultural background.
2. To encourage all to see themselves and others as equal in society.
3. To enable all to succeed.
4. To recognize and value all learners' achievements.
5. To encourage self-confidence and self-esteem in all students
6. To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs or cultural background.
7. To ensure the school ethos remains free of racial discrimination, prejudice or harassment.

Commitment to Monitoring and Review

To positively support the evaluation activities that monitor the impact and success of the policy on pupils from different groups, e.g SEN, Children in Care, Minority Ethnic including Traveler and EAL pupils and Free School Meals, in the following areas:

- Pupils' progress and attainment
- Learning and teaching
- Behaviour discipline and exclusions
- Attendance
- Admissions
- Incidents of prejudice related bullying and all forms of bullying
- Parental involvement
- Participation in extra-curricular and extended school activities
- Staff recruitment and retention
- Visits and visitors
- Attainment.

Outcomes of the evaluation process above are discussed continually by senior leaders and presented to governors on a termly basis for discussion, challenge and where necessary, a change to the policy.

Equal Opportunities and Inclusion

At St. Margaret Mary's Catholic Junior School, we plan to provide for all pupils to achieve.

Outcomes and impact:

St. Margaret Mary's Catholic Junior School is committed to making a key contribution to the school's positive ethos. The head teacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equal Opportunities and Behaviour Policy.

Policy Links:

Anti-Bullying	British Values
Safeguarding and Child Protection	Collective Worship
Behaviour	SEND
Equal Opportunities	