



“Christ’s ministry, as recounted in the Gospels, and the values he promoted through his teachings are fundamental to the life of our school in fulfilling its purpose as a Catholic institution.” (Mission Statement)

Equalities Policy

At St Aidan’s, we are committed to equality of opportunity for all.

We promote the recommendation from Vatican II that ‘..The Church repudiates as foreign to the mind of Christ, any discrimination against people or any harassment of them on the basis of their race, colour, condition in life or religion.’ (Nostra Aetate)

St Aidan’s School pledges itself to be a place where pupils and adults of all races, religions, gender, abilities and social circumstances will find security and respect for themselves, their families, other people and their traditions.

As such, we are committed to the prevention of racial discrimination and the promotion of equality of opportunity and good race relations between staff, children and parents and the wider community.

This commitment means that all pupils, parents, staff and visitors to the school should receive fair and equitable treatment that is not dependent on their race, gender, religion, ability or social circumstances.

The school will ensure that its policies and/or practices are designed to ensure that no racial discrimination, gender discrimination or other types of discrimination either direct or indirect, takes place in the following areas to support our employment duty:

- Recruitment, selection and appointment
- Promotion
- Training
- Harassment
- Disciplinary procedures

In addition, it will ensure that staff have access to appropriate training to help them fulfil their duties under the Act.

The school will ensure that its policy for Admissions is designed to ensure that no discrimination, either direct or indirect takes place. We will be vigilant with regard to other

possible areas of discriminatory practice in our Admissions Policy and practice, particularly in the area of different levels of physical and sensory abilities.

When drawing up and reviewing the curriculum we will ensure that it is inclusive, that it is responsive to the needs and values of different ethnic and racial groups and traditions and of those with English as an additional language.

The promotion of equality will be to the forefront of each curriculum area as it is revisited in the review process.

Specific reference to groups covered within the Equality Act 2010:

Race:

- 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 form of behaviour that discriminates on the basis of race, colour and culture. All incidents of a racially motivated nature will be thoroughly investigated and appropriate sanctions applied. All incidents will be recorded through the conduct log. A central log of racially motivated incidents will be maintained by the Head Teacher. Support, respect, sympathy and understanding are shown to the victim. Following investigation and in appropriate circumstances, parents are informed by the senior member of staff if their child is either a perpetrator or victim.
- Where there are reported incidents of this nature appropriate sanctions and support are applied.

Religion or belief:

- Pupils are encouraged through a comprehensive Religious Education programme to explore a range of religions and to encourage tolerance and acceptance of others who have differing religions or beliefs.

Pregnancy & Maternity:

- Protection for pupils from discrimination or less favourable treatment because of pregnancy is new under the Equality Act 2010. St Aidan's Primary School will ensure if the situation arises within the school that pupils are given support and the school ensures quality provision is made in this instance. The school ensures protection for staff from discrimination or less favourable treatment because of pregnancy.

Sex/Gender:

- As a fully inclusive mixed gender school, we ensure that pupils of one sex are not singled out for different or less favourable treatment given to other pupils.
- The school operates a curriculum that allows all pupils to access lessons and every effort is made to combat gender stereotypes with regard to curriculum choices and career opportunities.

The Governing Body has overall responsibility for the implementation of this policy as follows:

- The Head Teacher and Governors are responsible for ensuring that all activities within their remits are reviewed to ensure that they are in keeping with the school's commitment to promote equality and inclusion, making amendments as appropriate.
- The Head Teacher is responsible for ensuring that all staff have access to appropriate training in the promotion of equality.
- The Subject Coordinators ensure that each curriculum area is developed in a culturally sensitive way, which promotes equality, avoids stereotypes and prepares children for life in a multi-ethnic society
- The Governing Body is responsible for the regular review of employment policies and practices

The monitoring of the school's Equality Policy is undertaken as follows:

- A review of curriculum policy development
- Analysis of pupil data
- Monitoring of exclusions
- Monitoring of identified racial incidents

Monitoring will also be undertaken by school staff through the following:

- Observation of teaching
- Scrutiny of work
- Logging incidents/accidents
- Pupil participation in the wider life of the school

In the event of a pupil or pupils using words or actions that are offensive to another's race, creed, gender or social circumstances, parents are informed. All racist incidents are reported to the governing body and the local authority.

The school seeks to promote racial equality and all areas of equality in the wider community through:

- Dialogue between home and school
- Dialogue with local Parishes to include Justice and Peace groups
- Liaison with the LA Coordinator for Refugees and Asylum Seekers
- Liaison with LA support staff for pupils with EAL
- Liaison with the Diocese, to include the Justice and Peace Commission

DISABILITY

At St Aidan's Catholic Primary School, we seek to ensure that our curriculum and activities are accessible to everyone. We aim to provide easy, dignified access to our building and surrounding environment whenever this can reasonably be done and to review access regularly and plan access improvement into our premises action plan.

Access

The Governing Body will explore all methods of providing and improving access to the school for people with limited mobility. Where physical access remain difficult or impossible, it will introduce alternatives in order to extend access as far as is practicable. Interpretative resources will also be used to meet the needs of visitors with cognitive and sensory impairments.

Services

The Governing Body will develop and promote a range of services for people with disabilities, both individually and in groups, and will consult with access groups in initiating and managing these services.

All new services and resources will be designed to accommodate the needs of people with disabilities. Wherever possible, existing services will be upgraded to the same standards as part of planned maintenance and refurbishment.

“At St Aidan’s we seek to work together with parents, parishes and the local community to create an environment where we can all grow together, feel valued and develop self esteem and a sense of responsibility.” (Mission Statement)

Partnership with other agencies

At St Aidan’s we are committed to working closely with other professional agencies in order to ensure that pupils with a disability can access the curriculum equally. We have strong links with the Visual Impairment Service, the Educational Psychology Service, the Literacy Centre, The Speech and Language Service, CAMHS, The CABRINI Children’s Society and Occupational Therapy in the local authority.

Pupils’ Entitlement

The school makes provision for modified materials both in curriculum provision and at assessment. Additional time and modified materials are provided for children sitting SATS in Yr6.

The school is committed to providing additional aids such as raised writing boards, pencil grips, cutlery and additional aids as recommended by other professionals

Providing Information and Support for Parents and Carers

IEP reviews are conducted termly during the school day to enable parents and all involved in supporting their child, to meet together to ensure maximum exchange of information, concerns and feedback to best benefit the child.

Last review: Feb 2019