

# **St Margaret Mary's Catholic Primary School**

## **Equality Objectives Statement**

## Equality objectives statement

In order to comply with the public sector equality duty, schools must publish their equality objectives statement. An equality objectives statement is a declaration of aims that ensures equality to all members of the school's community.

### Opening statement

This scheme outlines the commitment of the staff and the Governors of St Margaret Marys Catholic Primary School to promote equality.

In accordance with our mission statement and School values we strive to Learn to Love, Love to learn whilst living together in Christ.

In all our relationships and teaching we endeavour to inculcate the Gospel values of reconciliation and forgiveness inspired by the example of Jesus Christ.

At St Margaret Marys Catholic Primary School we welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

St Margaret Marys Catholic Primary School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## **Aims to eradicate discrimination**

St Margaret Mary's Catholic Primary School will aim to limit and abolish prejudicial incidents; please see the list below showing ways in which the school creates a prejudice-free environment and how this environment will be achieved is beneficial.

St Margaret Mary's Catholic Primary School believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflicts to their own beliefs.

## Dealing with prejudice

If you ever feel that you, your child or any other member of the school's community have ever felt that you have been a victim of a prejudice-related incident you should report this immediately to the head teacher. If you feel that you cannot do this then you should contact the chair of governors who will endeavour to get in touch with you at the earliest opportunity.

St Margaret Mary's Catholic Primary School does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At St Margaret Mary's Catholic Primary School, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

The school's employee's will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

## **Equality and dignity in the workplace**

In the unlikely event that there are any prejudicial incidents against a member of staff then all incidents must be reported to either the head teacher or Chair of Governors.

If, for whatever reason, a staff member is dismissed this will also be non-prejudicial until a thorough investigation has taken place.

St Margaret Mary's Catholic Primary School does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

## **What's next?**

We will seek to increase pupils understanding and awareness of equality and strive to achieve equality of opportunities for our pupils throughout the School and the broader School community. In so doing, we aim to remove inequalities in attainment throughout the School especially where such inequalities exist in relation to groups with protected characteristics. This will continue to be carried out in line with the Catholic Ethos of the school.

Prejudice is not tolerated at St Margaret Mary's Catholic Primary School and we are continuously working towards a more accepting and respectful environment for our schools community.

The school's Equal Opportunities Policy and Equal Opportunities and Dignity at Work Policy further outline the school's policies regarding equality.