

## **Policy**

### **Policy Introduction**

This policy sets out the school's approach to promoting equality, as defined within the Equality Act (2010). It covers equality duties in relation to sex, race, disability, religion or belief, sexual orientation, those who are pregnant, and those who are undergoing or who have undergone gender reassignment.

### **School Context**

St Paul's is situated in the borough of Elmbridge and serves the parishes of Thames Ditton, Claygate and Cobham. The geographical location is popular with commuters. The three parishes of the catchment area contain a broad mix of income and housing levels including some social housing.

The number of admitted pupils with English as an additional language varies between the third and fourth quintile of the nationally reported statistics whilst the number of admitted children from minority ethnic groups has consistently been in the fourth quintile of nationally reported statistics. The data also shows that the number of pupils who have special educational needs varies between the first and third quintile depending on year of reporting.

Children start school with skills and capabilities above those expected nationally for their age.

The school is judged as **good** by OFSTED.

### **Aims and Values**

#### **The mission of the school:**

- To sustain through example the moral and religious beliefs of the Catholic faith in a secure, caring and happy environment thus fostering the distinctive nature of our Catholic school.
- To ensure that each child has the opportunity and assistance required to achieve their full potential academically, physically and spiritually.

#### **The aims of the school are:**

- To value our children and to achieve a common aim.
- To encourage pupils to develop self-discipline and independent learning.
- To enable all members of the school community to develop and grow as individuals.
- To foster in the children a caring attitude to the needs of others and the environment.
- To instill respect and tolerance of other pupils and eventually, through example, of other races, religions and ways of life.
- To help pupils acquire the knowledge and skills relevant to adult life.
- To enable each child to make his/her own valuable contribution to society.
- To help the children develop lively, enquiring minds and to apply their knowledge to given tasks through carefully planned activities suited to the individual child

## **The School's Approach to Promoting Equality**

The overall objective of this policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment, promote equality of opportunity and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Through this policy, the school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This includes the protected characteristics identified within the Equality Act (2010) i.e. sex, race, disability, religion or belief, sexual orientation, those undergoing or who have undergone gender reassignment.

The principles of this policy apply to all members of the extended school community, pupils, staff, governors, parents and community members.

## **Roles and Responsibilities**

### **School Governors are responsible for:**

- Making sure the school complies with current equality legislation
- Making sure this policy and its procedures are followed
- Publishing the policy and scheme on the school website

### **The Headteacher is responsible for:**

- Making sure the policy is readily available and that the governors, staff, pupils and their parents and carers know about it.
- Making sure its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and racial discrimination

### **All school staff are responsible for:**

- Modelling good practice, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- Promoting equality and avoiding discrimination against anyone
- Keeping up to date with law on discrimination and taking up training and learning opportunities

### **Pupils are responsible for:**

- Keeping equality and diversity issues on the School Council agenda, through a shared input with staff on developing policies relating to this area.
- All pupils should be actively involved in developing and maintaining school/class/playground rules which challenge discriminatory behaviour

### **Parents/Carers are responsible for:**

- Keeping equality on the SPPA agenda through a shared input with staff on developing policies relating to this area.
- Agreeing to and maintaining the principles of the Home-School Agreement

### **Visitors and contractors are responsible for:**

- Following our equality policy

## **Monitoring, Reviewing and Assessing Impact**

The Headteacher and the Governing Body are responsible for equality and monitoring outcomes.

This policy is implemented through a Single Equality Scheme. It is monitored regularly and reviewed by staff and governors through a range of activities to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision making

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