



Our Lady of Mount Carmel
Catholic Primary School

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A Catholic Voluntary Academy

Equality Policy

Signed off by: P. Martin (Headteacher) C. Stephenson (Chair of Governors)

Date from: October 2024

Review Date: October 2028

Our Mission Statement

Our Lady of Mount Carmel Roman Catholic Primary School is a community centred in Christ. Teaching is permeated by the Gospel values and the traditions of our Catholic faith.

We seek to promote a happy, stimulating and caring environment in which each person is valued as an individual with unique talents. The curriculum and activities of the school are carefully framed so that each pupil may fulfil his or her potential and know success. Each will grow in awareness of his or her role within the family, the school and society and be sustained by a deepening relationship with God.

Centred in Christ

We are...

HAPPY - We make new and happy memories together.

CARING - We are caring, kind and amazing just like Jesus.

VALUED - Each of us is an important part of the jigsaw, which makes up our school family.

UNIQUE - We are all special and respect each other's differences.

SUCCESSFUL - We never give up on our journey to success.

For with God nothing is impossible. Luke 1:37

1. Aims

Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school aims to promote respect for difference and diversity in accordance with our values.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

3. Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Catherine Stephenson They will:

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing

- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

8. Objectives

Objective	Actions	Timescale	Impact
To improve our children's knowledge and understanding of the diverse community we live in to promote acceptance and equality for all	<ul style="list-style-type: none"> - Identify opportunities in the curriculum to look at other cultures/ countries, study famous people from ethnic minorities, with a variety of abilities and to celebrate diversities. - Celebrate the cultural and ethnic diversity of the ever-changing demographic of the area. - Invite member of the community to chare with the children their culture. - Staff training on equality including gender and LGBTQ+ - Use liturgy as an opportunity to celebrate a 	Ongoing	<p>Greater understanding of the whole community and the differences leading to a greater respect and acceptance.</p> <p>The school's ethos has a sense of community where everyone is welcomed and celebrated.</p>

	range of cultures, beliefs and countries.		
To ensure that the needs of all children including vulnerable children are met and they are not disadvantaged by their gender, race or disability. That all children are making good or better progress.	<ul style="list-style-type: none"> - Assessment, trackers and analysis of data are used to plan and support children looking closely at all vulnerable groups to ensure that interventions and QFT are targeted to the correct children. - Wellbeing is a focus for the school to ensure that all children are ready to learn and have a voice to be able to articulate how they feel and manage their emotions. - Clear interventions are in place and any gaps are used to inform planning and further interventions to ensure all children's needs are met. - Analysis of data and feedback. - Adaptive teaching to meet the needs of all. 	Ongoing Half termly for interventions (or sooner if needed) Termly assessment points.	All children are making progress and barriers to learning are removed. All children are provided with equal opportunities.
To raise the children's awareness of diversity globally through the development of the curriculum, theme days and planned liturgy.	<ul style="list-style-type: none"> - Identify opportunities to look at other cultures, study of famous people from ethnic minorities and diversities. - Planned activities around Black history month, world religions. 	Ongoing	Pupils are more aware of global diversities as a result of a well-planned curriculum and liturgy throughout the year,

9. Monitoring arrangements

This document will be reviewed by the Headteacher and Senior Leadership Team at least every 4 years.

This document will be approved by Governing body

10. Links with other policies

This document links to the following:

- Accessibility plan
- SEN Policy
- School Development Plan
- Risk assessment

