



ST. OSWALD'S CATHOLIC PRIMARY SCHOOL

Equality Policy and Objectives

Statement of intent

At St Oswald's Catholic Primary School, we welcome our duties under the Equality Act 2010. We are committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. 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 Oswald's 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. We believe 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. St Oswald'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 Oswald'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 employees will:

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

This policy will put in place our school's commitment to eliminating discrimination, unlawful discrimination and victimisation within the school community and workforce as well as increasing understanding and appreciation for diversity.

Equality Objectives 2021-22

At St Oswald’s Catholic Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following specific and measurable Equality Objectives:

Objective	What will we do?	Person/s Responsible
To improve outcomes in reading, writing and maths for those children with low starting points, including those with special educational needs, those for whom English is an Additional Language and those who are disadvantaged.	The School’s Special Educational Needs Policy and Pupil Premium strategy statement communicates the school’s rationale, resourcing and approach to mitigate any differences in performance for those pupils eligible for Pupil Premium, those for whom English is an Additional Language and those with SEND.	Headteacher SENDCO
To further refine the PSHE and computing curriculum to reflect a 21st century community and our globally immersive approach to learning.	We will also continue to refine and embed our PSHE curriculum with a particular focus on healthy relationships, personal wellbeing and online safety. Within our curriculum design we will continue to build cultural capital through a rich variety of learning opportunities.	Headteacher PSHE Co-ordinator Computing Co-ordinator
To strive to ensure that there are no gender differences in attainment (for example, boys’ writing).	We will continue to provide quality of education for all with a specific focus on raising aspirations, equal and equitable opportunities, in order to attempt to diminish the difference in attainment regardless of gender. We will analyse gender data and plan necessary intervention for any groups identified as not progressing.	All Staff
To improve the attendance and punctuality of all groups of children, but paying particular attention to identified vulnerable groups.	We will monitor the attendance of all children, paying particular attention to those identified vulnerable groups (for example, FSM). We will ensure the attendance policy is followed and that any identified children are monitored and contact made to address any issues in punctuality/attendance. This will allow us to act quickly in order to ensure good attendance and education.	Headteacher

Policy Review Date: This policy will be reviewed in **February 2023** to ensure compliance with the latest legislation and guidance, and to ensure it continues to meet the need of pupils, staff, parents and the wider community.