

St Cuthbert's Catholic Primary School



Equality Objectives Statement

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| Date Adopted: | 2025 |
| Person Responsible: | Headteacher |

School Mission statement

With Jesus we love, learn and pray; to grow in the St Cuthbert's way.

Our Values

Loving Honest
Charitable Respectful
Aspirational Faithful
Positive Forgiving

School's Aims

To proclaim Jesus Christ as the centre of our school community.

"Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight." **Proverbs 3:5**

To enjoy times of prayer and worship together.

"Our Father in heaven, hallowed be your name, thy kingdom come, your will be done, on earth as it is in heaven." **Matthew 9-10**

To be a vibrant place; where we can all feel loved, and all visitors are welcomed with warmth and respect. Recognising that everybody is created in the 'image and likeness of God.'

"Welcome one another as Christ has welcomed you, for the glory of God." **Romans 15:7**

To promote; a love of learning, an enthusiasm to succeed and aspirations to 'dream big'.

"Commit your work to the Lord, and your plans will be established." **Proverbs 16:3**

To ensure each and every one of us has the opportunity to thrive; to share the 'gifts' we have been blessed with, and to achieve to our full potential in all that we do.

"I can do all this through him who gives me strength." **Phillipians 4:13**

To feel safe, respected, loved and valued, so we have the confidence and resilience to 'make a difference.'

"God is our refuge and strength, an ever-present help in trouble." **Psalm 46.1** *ning light in our parish,*

To be a shining light in our parish, in our community and in our world.

For where two or three are gathered in my name, there I am among them." **Matthew 18:20**

Be a place where it is ok to make mistakes. Forgiveness makes every day a new beginning.

"Forgive and you will be forgiven." **Luke 6:37**

Opening statement

We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- Advancing equality of opportunity.

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

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

At St Cuthbert's we aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and 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 aim to treat each member of our school community equally but we are aware that it is only fair, at times, to treat certain individual or groups differently as they may have certain challenges to overcome. We understand that treating everyone the same could result in unequal outcomes for different groups or individuals due to certain barriers. We also value and celebrate the strengths and achievements of all individuals in our school community.

Aims to eradicate discrimination

St Cuthbert's School Mission Statement:

With Jesus we love, learn and pray; to grow in the St Cuthbert's way.

At St Cuthbert's we promote the following values in everything we: to be loving, honest, charitable, respectful, aspirational, faithful, positive and forgiving

We proclaim Jesus Christ as the centre of our community. We strive to make St Cuthbert's a vibrant place where all feel loved and all visitors are welcomed with warmth and respect. We promote a love of learning, an enthusiasm to succeed and the inspiration to 'dream big'. We ensure every one has the opportunity to thrive and to share the gifts they are blessed with and to achieve their potential in all they do. We

endeavour to ensure that everyone feels safe, respected, loved and valued so they have the confidence and resilience to make a difference. We promote St Cuthbert's as a place that understands that mistakes do occur but that it is acceptable to make such mistakes as they are a part of learning. We promote forgiveness and make every new day a new beginning

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 inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.
- Ensuring policies and procedures take into account equal opportunities and these considerations form a key part of considerations prior to implementation or amendment of a policy.
- Promoting a culture where pupils, staff and parents feel able to share concerns and worries generally, but also particularly for those individuals who have a protected characteristic.

At St Cuthbert's 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 promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Dealing with prejudice and celebrating diversity

We do 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, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught, in our curriculum subjects such as RE, PSHE and across subjects, as well as in our approach to behaviour and pastoral care, to be:

- Understanding of others.
- Celebratory of 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 community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for that highlight the value of diversity.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

The curriculum at St Cuthbert's is subject based. It does not transmit stereotypes or offend.

- Throughout the curriculum, positive attitudes are encouraged and children have the knowledge and understanding of other faiths, cultures and beliefs
- Teaching resources support the equality objectives of the school and reflect the diversity of today's society. e.g Stereotypical images are avoided.
- We endeavour to develop children's awareness and understanding of a range of different life styles and develop their tolerance and celebrate the differences.
- Explicit or implicit ideas on, for example, racism, sexism are not evident.
- The resources are equally accessible to all, within the boundaries of health and safety regulations.
- Throughout the school, curriculum or extra curricular activities are open to all.
- School teams are often mixed teams. Girls play football. Boys play netball.
- Pupils' school uniform is not restricted by gender.

Special Educational Need and Disability

In the Equality Act, 'SEND' is defined as 'Having learning difficulties or disabilities which make it harder for them to learn or access education than most other children of the same age.'

In the Equality Act, 'disability' is defined as 'a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.'

It is illegal to discriminate against a person with a disability or to have policies and procedures which may disadvantage people with disabilities. St Cuthbert's will always strive to make reasonable adjustments to allow children / adults to participate fully in the learning and activities taking place

Teaching staff and support staff are made fully aware of the needs of certain individuals whether their need is SEND, religious, ethnic or linguistic.. No discriminatory restrictions or limits are place upon anyone.

Children with Medical Needs

Our school is clear about the need to actively support pupils with medical conditions to participate in school trips and visits, or in sporting activities, and not prevent them from doing so.

The school will consider what reasonable adjustments need to be made to enable these pupils to participate fully and safely on school trips, visits and sporting activities.

Risk assessments will be carried out so that planning arrangements take account of any steps needed to ensure that pupils with medical conditions are included. In doing so, pupils, their parents and any relevant healthcare professionals will be consulted.

- All training at St Cuthbert's is offered on a whole school or individual basis dependent on the needs identified from Performance management, observation, by other agencies or to enhance professional roles.
- Inclusion is encouraged. Children are made aware of the different family structures in school and in the wider community.
- Attendance is closely monitored. Families and children are supported.
- Needs of specific families/ parents are monitored closely, especially by pastoral team

Equality and dignity in the workplace

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender identity or reassignment.
- Marital or civil partner status.
- Pregnancy, maternity or paternity
- Ethnicity
- Religion or belief.
- Sex.
- 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 or non-recruitment 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.

Closing statement

Prejudice, in any form, is not tolerated at St Cuthbert's. We are continuously strive towards and accepting and respectful school community.

Also see school's

- *Accessibility Plan*
- *Equal Opportunities and Dignity in the Work place Policy*
- *Safer Recruitment Policy*

APPENDIX

Section 149: Public sector equality duty

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) tackle prejudice, and

(b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

- age;

- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

(8)A reference to conduct that is prohibited by or under this Act includes a reference to—

(a)a breach of an equality clause or rule;

(b)a breach of a non-discrimination rule.

(9)Schedule 18 (exceptions) has effect.