



St. Paulinus Catholic Primary School

"Inspiring all to live, learn and love in the light of Jesus."



(I am the light of the world; whoever follows me will never walk
in darkness but will have the light of life." cf John 8:12)

Equality & Diversity Policy

Policy reviewed by Subject Managers : Mrs. Roxanne d'Arcy, Headteacher
Policy updated by : Miss E. Sinclair, May 2018
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Signed Date
Headteacher

Temple Road, Dewsbury, West Yorkshire, WF13 3QE

'An outstanding school, which is deeply committed to the Catholic mission... this school inspires all within this faith community to live life to the full.' Ofsted 2017



Equality and Diversity Policy

Mission Statement

"Inspiring all to live, learn and love in the light of Jesus"

Our Vision

To create a fair and just school community, that promotes social inclusion and equality, respects diversity and challenges and acts upon discrimination and inequality including bullying and harassment.

St. Paulinus Catholic Primary School provides education for all, acknowledging that the society within which we live is enriched by diversity. St. Paulinus Catholic Primary School strives to ensure that the culture and ethos of the school reflects the diversity of ALL members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

We will be an equality champion and community leader in:

- promoting equality, for example by assessing the impact of our policies on different groups
- challenging and eradicating discrimination, for example , by acting quickly to deal with all bullying, but particularly that which is aimed at groups as well as individuals, such as racist bullying
- promoting community cohesion, for example, through involvement with the School Twinning Project
- giving a high profile to rights and responsibilities by promoting human rights, justice and fairness throughout the curriculum and wider school community
- develop a strategy that includes all equality strands and links targets and actions with our School Improvement Plan.

Our principles

- St. Paulinus Catholic Primary School aims to be a leading organisation for promoting equality, diversity and cohesion within the local community. We believe that any modern organisation has to reflect all the communities and people it serves.
- St. Paulinus Catholic Primary School will challenge discrimination on the grounds of gender, race, marital status, age, disability, sexuality (including sexual orientation), faith and religion.
- St. Paulinus Catholic Primary School's vision for equality and diversity goes beyond establishing processes to achieve change. We will monitor progress made towards meeting objectives to:
 - take adequate steps to prevent discrimination
 - take decisive action when discrimination occurs
 - take steps to promote equality and diversity



- We accept the findings of the Stephen Lawrence Inquiry Report, with particular respect to the Macpherson definition of 'institutional racism', which is:

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people'

- We recognise that the Macpherson definition of 'institutional discrimination' in relation to race can be equally applied to other equality strands.
- We acknowledge The Stephen Lawrence Enquiry definition racist incident is "any incident which is perceived to be racist by the victim or any other person".
- We also recognise that all pupils also experience harassment and bullying and in tackling these issues in school use the same definition that such an incident is perceived to be harassment or bullying by the victim or another person, until proven otherwise.

Our aims

We aim to implement our Vision for Equality and Diversity by:

- Addressing and raising standards of educational attainment for those groups of pupils who do not achieve as well as they might. These include disabled pupils, pupils of African, and Pakistani heritage, traveller pupils, pupils of refugee and asylum seekers, boys and girls and all children who are the victims of bullies and others who inflict harmful behaviour
- challenging and preventing all forms of bullying and hurtful behaviour that is aimed at an individual because they are different. Signing up to the Bullying Charter or ensuring internal bullying policies that are equally effective
- striving to become a leading organisation within our community for the promotion of equality and for challenging discrimination. We will consistently challenge, in a non-confrontational manner, all put-downs, harassment, name-calling, bullying, threatening or hurtful behaviour (physical and psychological) that violates a group or individual and leads to marginalisation, exclusion, and feelings of powerlessness and worthlessness because of colour, culture, ethnicity, faith, religion, national origin, national status, disability or impairment, perception of sexuality including sexual orientation, gender, marital status, socio-economic background, age, responsibility for dependants .
- striving to be a 'listening school'. We listen to all our school community members including pupils, parents, staff, visitors, wider community members, stakeholders and partners. We take seriously all experiences of bullying and hurtful behaviour resulting from bullying such as racism. We invite all our pupils in particular to talk to us about bullying, where it happens, who's doing it, what it involves.
- Striving to be a learning organisation which recognises the contribution of all pupils, staff, parents and other partners and which is supportive, fair, just and free from discrimination
- continuing to develop preventative measures to deal with discrimination including promoting human rights and equality through the Citizenship Curriculum and in particular focusing on the 'rights of the child' and the 'right to education'.



How will St. Paulinus Catholic Primary School achieve equality?

- We will implement our Equality and Diversity Strategy
- We will develop, implement, monitor and report equality work throughout the school community as part of our business planning, school improvement, and inspection processes and use the process of mainstreaming equality to ensure this occurs
- We will develop and support a workforce that reflects at all levels the resident community of Kirklees
- We will work in partnership with, and consult, pupils, parents, staff, stakeholders and the wider community to develop good practice and lead the equality agenda within our community
- We will review and audit all our equality and diversity work.

St. Paulinus Catholic Primary School will not tolerate harassment of any kind.

We are committed to combating ALL forms of discrimination.

St. Paulinus Catholic Primary School recognises monitoring and the evaluation of equality is essential to ensure that pupils are not being disadvantaged, and that monitoring leads to action planning.

We will monitor, assess and review (using Evaluating Equalities Guidance) the potential for differential or adverse impact on pupils, parents and staff in relation to the following policies, procedures and functions:

Equality in the workplace

St. Paulinus Catholic Primary School intends that its workforce reflects Kirklees diversity at all levels of the organisation. We aim to be an inclusive employer that positively values the contribution of all employees. Through both its employment policies and its strategies, we aim to achieve equality for all sections of the workforce and the community we serve.

The Authority will work towards eliminating all discrimination, on the grounds of race, gender, gender reassignment, disability, sexuality, age and faith. We believe that all employees should be treated with dignity and respect at all times and we will not tolerate bullying, harassment or victimisation of any groups or individuals.

To achieve this St. Paulinus Catholic Primary School shall take steps to:

- Encourage diversity and eliminate unfair treatment and discrimination through a full range of human resource policies and procedures in particular in the areas of recruitment, training and development and promotion.
- Monitor staff in post, all applicants, short listed candidates and candidates appointed
- Recognise that staff have rights as employees to work in a supportive, safe and harassment free environment and that staff have individual and collective responsibility to value and respect each other's contributions.
- Promote an environment where standards of conduct are of the highest level and to ensure that no one is harassed, bullied or victimised.
- develop annual equality milestones and other objectives within the School Improvement Plan to ensure that equality and diversity are central to our everyday work
- ensure that in planning, delivering and monitoring strategies and policies, equality and diversity issues are considered at the outset of that work and that we will consult with pupils, parents, staff, partners where appropriate and the wider community.



Policy Monitoring and Review

This policy will be reviewed following the 3-year Policy Review Cycle of the school or when there are significant changes to the curriculum that warrant it. It may also be reviewed earlier should it no longer comply with school practice or the legal requirements of schools.