

Our Lady of the Assumption Catholic Primary School.



EQUALITY AND DIVERSITY POLICY 2025

(Including Equality Objectives.)

Headteacher: Mr M Burke.

The Mission Statement for Our Lady of the Assumption Catholic Primary School states that “we are a community based on the teachings of Jesus where everyone is valued and encouraged to achieve their full potential.”

Our Vision and Aims for Equality and Diversity

At Our Lady of the Assumption Catholic Primary School we treat everyone fairly, celebrating difference and meeting different needs so that all members of our school community are free to live, learn and achieve their potential.

We aim to:

- To foster self-esteem by recognising and nurturing the talents and abilities of the whole school “family” and enabling all children to achieve their full potential.
- Maintain and promote a working partnership between the school, parents, and community which foster respect, honesty, truth, co-operation and tolerance.
- Help the children understand the world in which they live, have mutual; respect for the values of others and work together as a team.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respect the needs of all children.

We will ensure:

- equal human rights are respected for all;
- our pupils are educated regarding equality;
- we continually assess current school practices and implement all necessary resulting actions.

1. Defining Equality and Diversity

a. Equality

Equality is about fairness and opportunity; advancing equality of opportunity involves treating people differently. Some people may need extra help or adjustments to be part of the school community; this includes teachers, administration, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act (2010) there are nine ‘protected characteristics’. These are:

age, disability, gender reassignment (transgender), marriage/civil partnership, pregnancy/maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise ‘due regard’ in respect of each of the nine protected characteristics to:-

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster good relations between different groups

b. Diversity

Diversity is about valuing people as individuals and learning from our differences, which may be visible and non-visible. In promoting diversity we can meet different needs creatively, ensuring opportunities are available to all and potential is fulfilled. By promoting a diversity-friendly culture, we will be able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, staff, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community. All members of our school community – staff, pupils, parents/carers, governors - will be treated equally and there will be no discrimination against anyone on the grounds of their sexuality, including those who define themselves as LGBTQ+.

2. Purpose and Scope of the Policy

This policy sets out Our Lady of the Assumption Catholic Primary School's commitment to promoting equality and diversity.

We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with outreach services.
- Support children's emotional needs through play therapy, counselling and other therapies.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and groups with protected characteristics make to society, and by challenging stereotyping and discrimination.
- Liaising with groups from the local community.
- Monitor and review this policy annually and making it accessible through the school website or in an alternative format, as requested.
- Providing links to a school Family Support Worker to work closely and engage with parents from all groups and develop links within the community.

The policy applies to:

- School Governors
- Staff
- Pupils (as appropriate)
- Visitors to the school
- Multi-agency Professionals
- Contractors

3. Roles and Responsibilities

All members of the school community: governors, staff, pupils, parents, and visitors have a part to play in implementing the policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

Governors as a whole are responsible for:

- making sure the school complies with the relevant equality legislation;
- monitoring progress towards the equality objectives and reporting annually.

The Head teacher is responsible for:

- drawing up, publishing and implementing the school's equality objectives;
- making sure steps are taken to address the school's stated equality objectives;
- making sure equality plans are readily available and that the governors, staff, pupils, and their parents/carers are aware of them;
- producing regular information for staff and governors about the plans and how they are progressing;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents;
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, staff, parents / carers and visitors to the school.

All staff are responsible for:

- promoting equality in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relations between groups;
- dealing with prejudice-related incidents and reporting any concerns;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities.

Mr Burke, the Headteacher is responsible overall for monitoring the recording of prejudice-related incidents and subsequently reporting to Governors.

4. Breaches of Policy

Our Lady of the Assumption Catholic Primary School views any form of discrimination as a serious misconduct. Any allegations of a breach of the policy will be investigated by the Head teacher, or, where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

5. Monitoring and review

Our Lady of the Assumption Catholic Primary School has specific duties under Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This statement can be found on our school website

www.ourladyoftheassumption.co.uk

6. Bullying and Diversity incidents

a. Pupils

Our Lady of the Assumption Catholic Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents or visitors by pupils on the basis of their identity (including a perceived characteristic, and by association with a protected characteristic), is unacceptable. Incidents will be investigated

and logged in our behaviour records. Appropriate actions will be taken to prevent future incidents and to provide support for those affected.

b. Staff, Visitors and Governors

The council and Our Lady of the Assumption Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

c. Parents and Carers

The Local Authority (SIL) and Our Lady of the Assumption Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

7. Diversity Complaints

Our Lady of the Assumption Catholic Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the Head teacher or Chair of Governors.

8. Equality Objectives for 2025-26.

- To ensure that outcomes improve for all groups of pupils, particularly those in receipt of Pupil Premium, the most able and SEND pupils.
- To close attainment gaps between boys and girls in those year groups where there are significant differences.
- To provide a broad and balanced curriculum, including RSHE and PSHE, where a range of issues and topics can be openly discussed and explored.
- To continue to deal effectively with those behavioural issues which arise so that all members of the school 'family' continue to feel happy and safe.
- To provide a wide range of support for pupils experiencing difficulties and/ or barriers to their learning.

An equality plan detailing actions to achieve these objectives will be drawn up and worked through during the academic year. The plan and objectives will be reviewed annually.

The Governing Body of Our Lady of the Assumption Catholic Primary School and Nursery adopted this policy on 18th November 2025.

The policy will be reviewed annually.

Signed

Chair of Governors

Headteacher