

## Holy Spirit Catholic Primary School Equality Statement

TO BE REVIEWED BY GOVERNORS SEPT 18	TO BE REVIEWED BY GOVERNORS SEPT 21	TO BE REVIEWED BY GOVERNORS		
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As a Catholic school Holy Spirit Catholic Primary School follows Canon Law and the teachings of the Catholic Church.

*"As a Catholic community, we endeavour to nurture all our relationships. We try to do this by following the example and teachings of Our Lord Jesus Christ. We believe in and strive for all-round team commitment and mutual support and respect. We hope to be distinguished by the quality of care, concern and support that we extend to all as we strive always to create and uphold a truly Christian Community.*

*We respect and value each individual and try to be sensitive to each other's needs - particularly those of the less able, the least popular and anyone who may feel marginalised in any way, thus proclaiming Our Lord's teaching -*

***"... so far as you did this to one of the least of these children of mine, you did it to me." Matthew 25: 40***

HSCPS Mission Statement

We are a community committed to equality for all our pupils and employees and as such welcome our duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and foster good relations.

We recognise the protected characteristics of:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Age

### **Aims**

Our school is committed to equality both as an employer and as a service-provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers and the local community.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- We aim to increase the extent to which all pupils, including in particular those with protected characteristics (PC) as defined by the Equality Act, 2010, feel valued and confident and in consequence more likely to make at least expected progress.