



St Benedict's Catholic Primary School

Diverse and Equal Opportunities Policy

Date last reviewed	Autumn 2018
Reviewed by	Governing Body
Date of next review	Autumn 2020



Diverse and Equal Opportunities Policy

Introduction

In keeping with our mission statement we aim that all our children will work harmoniously together. We value all our pupils equally regardless of race, gender or ability and all will have an equal opportunity to be different and to excel in different ways. Each person, adult or child, has a fundamental right to be treated fairly without prejudice or discrimination of any kind.

Aims

The aims of this policy are as follows:

- To ensure a mutual respect for all pupils and staff
- To prepare all children to live and work harmoniously, preparing them to live and positively participate in multi-racial and culturally diverse society
- To ensure that all pupils have equality of opportunity within the school so that they can reach their full potential
- To develop in all pupils and staff an awareness of and a commitment against racism, sexism and classism
- To develop the child's sense of identity and respect

Policy into Practice

a) Working with children

- We recognise the rights of each child to be a broad and balanced education which stretches them to their full potential and prepares them to be productive, "well rounded" members of society.
- Provision will be made to enhance the learning of all children and we recognise that some children may need extra provisions.
- All children have the right to access all aspects of the school day and all elements of the National Curriculum. To enable this access, the work that they are presented with will be differentiated to reflect their ability.
- The school recognises it's legal duty under the Race and Sex Discrimination Acts and other government legislation such as the Children's Act and the various Education Acts.
- We realise that racism has harmful effects on pupils' self-esteem and learning and we will challenge any racist attitudes directed towards pupils and adults alike. (Please see appendix A for examples of racist incidents). Any incidents of racism will be recorded and reported to the LA (see appendix B) after being dealt with by the Head or Deputy. Pupils are encouraged to report all such incidents straight away.
- St. Benedict's is an aided school and therefore has an admission criteria which reflects this. If however there are any remaining places left then we actively encourage the application of any child.



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b) Adults working in the school.

- Any adult working in the school should value the different racial origins, religious, cultures and languages in a multi-racial society so that each child and adult is valued as an individual.
- As members of a teaching team each person can expect professional commitment from the other team members and each team member will be given every facility necessary in order to fulfil their role.
- All adults working in the school have a right to be treated in a courteous manner by colleagues, parents and pupils alike.
- Each member of staff will be selected on the recognised merits which enable them to fulfil their working role. Therefore we will employ the best people for the job, regardless of race, colour, or social background. There are recognised limitations because this is an aided Catholic school and the Head, Deputy and RE Co-ordinator should be practising Catholics. We shall endeavour to appoint a majority of Catholic teachers when possible.

c) Working with Parents

All parents have an equal right to access to information about their own child. They also have an equal right to confidentiality and no information about them or their child will be passed on bar the information which is required on a statutory basis by the LA or the government.

Management and Organisation

The school's management team will endeavour to:

- Review all policies to ensure that each area, whether a whole school issue or curriculum subject, takes account of the specific ways in which equal opportunities applies.
- Monitor academic achievement by analysing end of KS1 and KS2 data looking for gender or ethnic issues where appropriate
- Ensure that displays around the school reflect a variety of positive images which are free from stereotyping associated with gender, race or disability
- Plan a series of assemblies which includes opportunities to challenge prejudice and enhance understanding of our multicultural society
- Ensure that sanctions used in the school are the same for girls and boys and applied equally
- Make clear that sexist and racist abuse is unacceptable
- Ensure that school publications reflect the commitment to equal opportunities and are free from gender or cultural bias
- Provide access throughout the school site for wheelchair users and people with other disabilities as resources allow
- Encourage and develop positive links with the local community
- Make all visitors welcome.



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Assessment

We monitor assessment procedures to ensure that they are not distorted by stereotyped attitudes and expectations.

Resources

We aim to prepare and select resources which are free from cultural or gender bias where ever possible and where their use is unavoidable, to employ biased resources as a means of provoking discussion of equal opportunities issues.

Procedures for dealing with racist incidents

We realise that racism has harmful effects on pupils' self esteem and learning and we will challenge any racist attitudes directed towards pupils and adults alike (refer for appendix A for examples of racism). Any incidents of racism will be recorded and reported to the LA annually (see appendix B)

Steps to be taken to deal with racial harassment, including name-calling:

- All incidents recorded should be made known to the Headteacher and recorded
- The Headteacher will speak with the person/persons concerned and decide upon appropriate action i.e. a verbal apology, a written apology, discussion with parents
- Staff will be informed of racist incidents so as to support the victim
- The victim will be given every opportunity to feel safe within the school and will be able to speak with any member of staff. Parents will be informed so as to support the child, and where necessary, outside support will be offered.
- After an incident, there will be a review meeting with perpetrator/victim to ensure that the issue has been resolve.

Summary

St. Benedict's actively discourages racist, classist, sexist or derogatory language or actions among all members of the school community including staff, governors, parents, pupils and visitors. We will not accept discrimination in any form; written, verbal, emotional or physical. Any such comments will be challenged and the school's policy regarding this made clear.



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APPENDIX A

- Derogatory name calling, insults and racist jokes
- Verbal abuse and threats
- Racist graffiti
- Provocative behaviour such as wearing racist badges or insignia
- Racist comments in the course of discussions
- Ridicule of an individual's cultural differences, e.g. food, music dress, religion, language etc.
- Bringing racist materials such as leaflets, comics or magazines into the institution
- A physical assault which is racially motivated
- Damage caused to a person's property, which is racially motivated
- Incitement of others to behave in a racist way
- Refusal to co-operate with other people because of their ethnic origin.