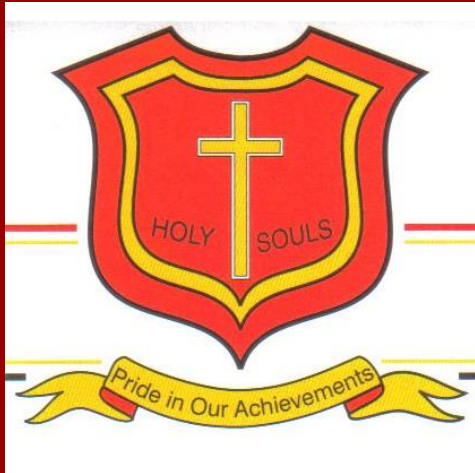


HOLY SOULS RC PRIMARY SCHOOL

Pride in our achievements



Vision Statement

Holy Souls School is a Catholic School where we share our life in Christ in the growing knowledge that Jesus loves us. Our school is a place where everyone is able to feel welcomed, valued, secure, loved and happy. Everyone who comes into our school will be treated with respect. We remember that Jesus said, 'Treat others as you would like them to treat you'

Equal Opportunities Policy

Date Agreed by Governors: 21st March 2024

Governor Review Date: Spring 2027



Equal Opportunities Policy

Mission Statement

Holy Souls school recognises that all people are created by God in His own image and likeness and as such all staff recognise our commitment to equal opportunities by enabling all personnel - adults and children, who make use of our premises or access our curriculum to participate in activities without being debarred through the restrictions of gender, race, class, sexuality, ability, age or belief. Our Mission Statement's value of: "To love one another as I have loved you" supports this commitment.

Aims

- To provide an environment both inside and outside our school that can be accessed by those who wish to make use of it.
- To deliver a curriculum to our pupils which is appropriate to their age and ability and where due regard will be given to race and gender.
- To encourage a co-operative working relationship between all that is based on mutual respect.
- For our pupils to enjoy a common experience in their learning.

Our Responsibilities include:

Governing body

- ensuring the school complies with the legislation and that the school implements the policy and its related strategies and procedures
- nominating a governor with lead responsibility for equality
- ensuring equality is a regular item at governors meetings

Head Teacher

- implementing the policy and its related strategies and procedures
- ensuring all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of discrimination, reporting the same to the LA

PSHE Co-ordinator

- ensuring that diversity and equality are taught explicitly as part of the PSHE curriculum
- supporting the Headteacher in dealing with incidents which breach the policy

All Staff

- dealing with and reporting discriminatory incidents, knowing how to identify and challenge bias and stereotyping
- promoting equality and avoiding discrimination of any sort.
- attending relevant training and information opportunities

Visitors and contractors

- being aware of, and complying with the equality policy

Parents

- being aware of and complying with the equality policy

Admissions and attendance

For admissions please refer to the school's admissions policy, which is reviewed annually. The admission process is monitored by the Diocese and the Local Authority.

Attendance will be monitored by the Office Manager, Headteacher, Governors and the BwD Inclusion Officer. Authorisation for all absences is requested and consideration is given to all issues. Advice for continuity of education is given to parents of pupils who take extended leave. On their return any specific requirements are identified and addressed as appropriate.

Racism, racial harassment and school ethos

Within the Catholic ethos of the school we publicly support and value diversity, actively promote good personal and community relations and openly oppose all forms of racism and discrimination. We aim to develop a positive atmosphere of mutual respect and trust among all pupils. Any racial harassment, bullying or other discrimination is investigated and dealt with swiftly and appropriately by the member of staff to whom it was reported or, if the situation warrants it, by a member of our Senior Leadership Team. All such incidents deemed to be in this category are reported to the head teacher who then follows LA procedures.

Behaviour, discipline and exclusions

The school ensures that its procedures for disciplining pupils and managing behaviour are fair and equitable to all pupils in line with the school's behaviour policy. Any serious behaviour incidents that involve equality issues will be reported on CPOMS.

Personal development and pastoral care

Within the Catholic ethos of the school, appropriate pastoral support is given to all pupils recognising the experiences and needs of all individuals. Support is available to victims of discrimination.

Attainment, progress and assessment

Here at Holy Souls we have equally high expectations of all pupils and are committed to encouraging and enabling them to achieve high standards, recognising and valuing all forms of achievement. Equal recognition of achievement and expectation ensures disparities are mitigated or eliminated.

As far as possible, methods of assessment are free of any type of bias. The school seeks to support any identified pupils from its own resources and from outside agencies.

Teaching and learning

Using different teaching styles, staff create an environment where all pupils can contribute fully and feel valued. All cultural traditions are valued and taught sensitively in line with the Religious Education curriculum. Each year every class learns about a different faith for half a term. Staff challenge stereotypes and build awareness so that they can detect bias and discrimination.

Curriculum

Each area of the curriculum is planned to incorporate the principals of equality and to promote positive attitudes towards diversity and difference. Pupils are taught ways of responding to discriminatory incidents in line with both the Behaviour and PSHCE policies. We ensure that all pupils have access to the National Curriculum or Early Years Curriculum. Resources reflect positive images of many cultures, gender, age etc.

Inclusion

In accordance with our equal opportunities policy all our pupils are given access to the National Curriculum or Early Years Curriculum. We endeavour to help all children to reach their full potential irrespective of gender, race, class, sexuality, ability, age or belief.

Staff recruitment and professional development

All posts are open to the widest pool of applicants in line with the Local Authority and Diocesan guidelines. All those involved in recruitment are aware of the equal opportunities and ensure good practice throughout selection.

Partnerships with parents and communities

All parents are encouraged to participate fully in school life. We make information for parents as accessible as possible. Information is sent in letters, via the newsletter, email, text, posted on the school's website and via facebook.

Implementing the policy

The policy will be implemented in school through staff meeting discussions. Copies will be distributed to all employees and to the Governing Body. It will be pointed out to parents that this policy, like all others is available at the office on request, it will be posted on the school's website and that it can be translated, also on request.

The monitoring will be done by the Headteacher and the named governor who will keep all relevant people informed.

Review:

The governing body will review this policy every three years. However it may be reviewed earlier if new government regulations are introduced, or if the governing body receives recommendations on how the policy might be improved.

Equal Opportunities Policy

Reviewing Committee Finance & Staffing March 2024

Next review spring term 2027

Ratified at Full Governors Body meeting March 2024

Signed Chair of Governors