

**Equality and Diversity Policy**

**Approved by:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Review Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

The Governing Body is free to determine how to implement. Further information is on the Information Commissioner’s Office website.

This document should be reviewed at least every 2 years.

**Dean Gibson Catholic Primary School**

**Equality and Diversity Policy**

**School Mission Statement**

***‘We believe that every child is a unique creation of God. By following the teachings of Jesus Christ, we promise to provide educational and other opportunities so that our children may realise their potential and enjoy the fullness of life.’***

Practical steps will be taken to ensure that this policy is in keeping with the philosophy of the school’s mission statement.

**ETHNICITY EQUALITY**

1. All curriculum and extra-curricular activities will be available to all pupils, regardless of their background.
2. The school ethos and acts of worship will promote race equality and respect uniqueness of the individual as a child of God.
3. Resources will portray members of all ethnic and cultural groups in ways which are positive and appropriate without reinforcing stereotypes.
4. The school ethos will promote tolerance, understanding, non-discrimination and racial equality.
5. Cultural and ethnic diversity is valued and promoted in the school through discussion, study and the ethos of the school.
6. Members of ethnic groups as positive role models will be encouraged to play an active part in the life of the school, when appropriate. E.g. visitors, pupils sharing music, customs and healthy eating.
7. When possible and as appropriate the staffing of the school will endeavour to reflect ethnic diversity.

**DISABILITY EQUALITY**

1. Any child with a disability, special need or learning difficulty will be fully integrated into the life of the school. Access to the curriculum is given to all children. Learning is monitored and assessed in the same way for all pupils.
2. The school will endeavour to provide appropriate support, help, advice and resources in order that children with a disability, special need or learning difficulty are not disadvantaged and are able to meet their targets in the same way as their non-disabled peers.
3. The school is committed to early intervention, regular target setting and regular monitoring of all pupils.
4. All school staff will work in partnership with parents and primary carers to ensure that disabled children and those with special needs or a learning difficulty will benefit fully during their time in school.
5. Staff will attend relevant courses and undergo appropriate training when necessary and available.
6. Newsletters, parents meeting and Governors meetings will be used to highlight ways in which the school has enhanced the opportunities of disabled pupils.

**GENDER EQUALITY**

1. Pupils are listed alphabetically in the daily register. Registers will not be separate for boys and girls.
2. We expect boys and girls to perform equally well in all subjects and do equally well in everything the school provides.
3. Boys and girls are expected to work together in a constructive manner.
4. Respect and privacy are given to both boys and girls when appropriate, for example changing for games and swimming etc.
5. We expect boys and girls to behave equally well in all circumstances.
6. Boys and girls are encouraged to make equal use of the resources, activities and facilities in the school when possible.
7. Non-sexist language is encouraged and children will be commended for challenging such language.
8. School uniform is worn by all pupils, except nursery pupils.
9. The school will endeavour to appoint both male and female staff.

**RELIGION AND BELIEF**

As a Catholic School the tenets of the Roman Catholic Faith are upheld. This is clearly stated in the school prospectus and reiterated to parents/carers on admission to the school.

1. Children are taught to respect other faith, creeds, and beliefs.
2. Children are taught about observance and ceremonies related to other faiths.
3. Visitors from other faiths and beliefs are welcomed into the school when relevant to the taught curriculum.
4. Visits to places of worship are arranged for children when relevant and appropriate.

**SEXUALITY**

1. All pupils and adults in the school are treated as unique, each one being a child of God.
2. Offensive and sexual language and behaviour towards others is not tolerated in the school and will be challenged.
3. Pupils will learn about harmful effects that offensive behaviour and language and sexual prejudice have on others.
4. The school will endeavour to appoint staff who aspire to live according to the social teaching of the Roman Catholic Church.

**AGE EQUALITY**

1. Children are taught respect for all people and are made aware of the contribution made to society by all age groups.
2. Children are encouraged to mix with different age groups under the supervision of the school staff.
3. People of different ages are invited to the school to share experiences, knowledge, skills, wisdom and faith. This makes a positive contribution to the life of the school.
4. Children are encouraged to make a positive contribution to their local community, e.g. visiting the old and entertaining the old and young.
5. Appointments of school staff and governors will endeavour to reflect a breadth of generations.

**COMMUNITY COHESION AND GOOD RELATIONS**

1. The school ethos ensures that every member of the school family feels a sense of belonging and value.
2. Strong and positive relationships are developed between people from different backgrounds and age groups, the parish community and local community.
3. Pupils are encouraged to learn about others living in different global communities.
4. Pupils are given the opportunity to understand the value of communication through media and the use of indigenous language.
5. The school council is encouraged to develop and apply the skills of pupil participation and responsible action.
6. The school promotes a two way partnership with the parish community.
7. The school does everything possible to ensure that there is a smooth and happy transition between school phases: nursery, to reception class, reception class to KS1, KS1 to KS2 and primary to secondary.
8. The school works with and liaises with other nurseries, primary and secondary schools within the local community.
9. The school works in partnership with Cumbria LA and the R.C Diocese of Lancaster.
10. The school works with and engages with other agencies as appropriate.

**CONCLUSION**

The school is committed to preparing pupils to live in and contribute to a diverse society.

The school is committed to promoting high standards of learning, behaviour and tolerance towards others. Should an incident be proven to have occurred which undermines our ethos of encouraging equality, appropriate sanctions will be applied.

As a Catholic school, Dean Gibson has a high expectation of all who work and learn in it to demonstrate kindness, respect and understanding towards all kinds of people within society.