



ASPIRE

St. Bernadette's Catholic Primary School

Equality Policy – 2025/26

"For I do not mean that others should be eased and you burdened; ¹⁴ but by an equality, that now at this time your abundance may supply their lack, that their abundance also may supply your lack—that there may be equality. ¹⁵ As it is written, "He who gathered much had nothing left over, and he who gathered little had no lack."

Corinthians 8:13-15

As members of a Catholic community, we adhere to our core Christian values and to our whole school learning values: Aspiration; Self-belief, Perseverance, Independence, Respect and Enjoyment. We implement these core values through the principle of "Be Ready; Be Respectful and Be Safe" and through the Mission that is understood by all in our school community.

Mission Statement

God cares for us.

I always try my best in my work.

We care for everyone around us.

It is important that we learn to work together as a team.

We are all special and we try hard to be good friends with each other.

At St. Bernadette's Catholic Primary School, we welcome our duties under the Equality Act 2010.

The general duties with regards to Equality are:

- **Eliminating discrimination.**
- **Fostering good relationships.**
- **Advancing equality of opportunity.**

St. Bernadette's Catholic Primary School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

1. Legislation and guidance:

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

2. Principles and aims:

- We see all pupils and potential pupils, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

- Our policies, procedures and activities must not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.
- St. Bernadette's Primary School will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.
- St. Bernadette's Primary School will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging participation by disabled people in public life.
- St. Bernadette's Primary School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between men and women, girls and boys.
- Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender reassignment and will provide a supportive environment within the social community.
- St. Bernadette's Primary School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.
- St. Bernadette's Primary School will ensure that all staff comply with the appropriate equality legislation and regulations.
- St. Bernadette's Primary School will aim to ensure that admissions procedures will not discriminate in any way. It should be noted that these are handled by the Local Authority Assessment and Review Officer.

3. Roles and responsibilities:

The governing body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The equality link governor is Jacky Cullen. Who will:

- Meet with the designated member of staff for equality every term and other relevant staff members, to discuss any issues and how these are being addressed

- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing body regarding any issues.

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

The school will:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the governing body.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy and maternity.
- Reduce and remove inequalities and barriers that already exist.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining a good level of awareness of issues surrounding equalities.

4. Equality Objectives 2022-23:

As we endeavour to improve the implementation of equality related policies and procedures, St. Bernadette's has established the following objectives for the school year 2022-2023:

- Revisit the Relationships and Behaviour Policy to ensure consistency across the school.
- Embed the Zones of Regulation to support children with SEMH difficulties.
- Revisit the Wellbeing Policy to support pupils, parents and staff.
- To ensure that the protected characteristics, British Values and consent are highlighted in the curriculum and embedded.
- Analyse behaviour data re. representation of specific groups (protected characteristics)
- Audit the reading curriculum to ensure it is promoting positive images of ethnic minorities and males and females equally.
- Ensure all staff are aware of the anti-racism and LGBTQ+ agenda, how to model appropriate behaviour and how to deal with racist and homophobic incidents.
- Continually review provision for pupils with cognition and learning difficulties, physical disabilities and mobility issues and ensure that curriculum and wider school experience is fully accessible.

5. Curriculum:

- All pupils will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the school will take every opportunity to promote and advance equality.
- The school will develop an appropriate age 3-11 curriculum for all pupils in all vulnerable groups.

6. Promoting equality:

In order to meet our objectives, the school has identified the following priorities:

- We will listen to our pupils' voice to promote equality.
- We will work co-productively with our parents.
- We will listen to the views of advisory staff, outside agencies and local schools.

- St. Bernadette’s School will ensure that all forms of prejudice-motivated bullying is taken seriously and dealt with equally and firmly.
- There will be an agreed Relationships and Behaviour Policy and Anti-bullying Policy in place and consistently enforced.
- Our school will increase access for disabled children and young people to the school curriculum and will take necessary steps to meet pupils’ needs by using a variety of approaches and planning reasonable adjustments for disabled pupils, enabling our pupils to take as full a part as possible in the activities of the school.
- We will ensure there is adequate access to the physical environment of the school.
- The school will listen to the views of advisory staff, outside agencies and local schools.
- Throughout the year, the school will plan on-going events to raise awareness of equality and diversity.
- Bullying and prejudice will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

7. Addressing prejudice related incidents:

- At St. Bernadette’s School, we are opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice related discrimination, may fair less well in the education system.
- We will ensure that pupils and staff are aware of the impact of prejudice in order to prevent any incidents from occurring.
- If incidents still occur, the school will address them immediately and report them to the LA.

6. Monitoring arrangements:

The Governing Body and the Headteacher will update the equality information we publish, at least every year.

This document will be reviewed by the Governing Body and the Headteacher at least every year.

This policy was agreed and adopted by our Governing Body for St Bernadette’s Catholic Primary School.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Health and Safety Policy
- Curriculum Policy
- Curriculum Intent
- Relationships and Behaviour Policy
- Anti-bullying Policy

Monitoring and Review

This policy is monitored by the Governing Body and it will be reviewed every year or earlier if necessary.

Ratification

This policy was agreed and adopted by our Governing Body for St. Bernadette's Catholic Primary School.

Agreed March 2025

Review March 2026