**ST JULIE CATHOLIC PRIMARY SCHOOL**

**ECCLESTON**



 Equality Information

 and Objectives Statement

Reviewed by Governing Body and staff

February 2023

**ST JULIE CATHOLIC PRIMARY SCHOOL**

**MISSION STATEMENT:**

***A caring, family school where we learn, grow******and walk in the footsteps of Jesus.***

In consequence of our school mission it is a fundamental aim of St. Julie’s to be an inclusive school. To be a school which:

* Is a caring community
* Provides and respects equal opportunities
* Offers partnership between school, parents and parish
* Reflects upon the teachings of Christ and puts them into practice
* Values all of the school community
* Its members show respect for themselves, each other and their learning environment.

We define an inclusive school as one where:

* Everyone, irrespective of age, gender, ability or disability, race or

religion is encouraged and given equal opportunity to participate in the

full life of the school

* All of the school community are given the opportunity and support to

achieve their true potential

* All of the school community, and the contributions they make to the life

of the school, are valued; everyone is treated with mutual respect, care

and consideration

* Everyone feels empowered to play a full and effective role in the

school.

**St Julie Catholic Primary School**

**Equality Information and Objectives Statement**

**Opening statement**

We welcome our duties under the Equality Act 2010. The school’s general duties with regard to equalityare:

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

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

* Sex.
* Age.
* Race.
* Disability.
* Religion or belief.
* Sexual orientation.
* Gender reassignment.
* Pregnancy or maternity.
* Marriage and civil partnership.

We aim to promote pupils’ spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

**Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

* Being respectful.
* Always treating all members of the school community fairly.
* Developing an understanding of diversity and inclusion and the benefits it can have.
* Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school’s ethos and values.
* Adopting an inclusive curriculum that is accessible to all.
* Encouraging compassion and open-mindedness.
* Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

**Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

* Understanding of others.
* Celebratory of diversity.
* Eager to reach their full potential.
* Inclusive.
* Aware of what constitutes discriminatory behaviour.

The school’s employees will not:

* Discriminate against any member of the school community.
* Treat other members of the school community unfairly.

The school’s employees will:

* Promote diversity and equality.
* Encourage and adopt an inclusive attitude.
* Lead by example.
* Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

* Planning activities for key diversity awareness days.
* Inviting guest speakers to talk to pupils about diversity.
* Incorporating lessons about diversity into the curriculum.

**Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

* Age.
* Disability.
* Gender reassignment.
* Marital or civil partner status.
* Pregnancy or maternity.
* Race.
* Religion or belief.
* Sex.
* Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school’s various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

**Diversity and representation**

Through our ethos and school values we emphasise the uniqueness of the individual made in the image of God. We celebrate diversity and promote acceptance and respect. Our broad and rich curriculum provides opportunities for children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. Representation and the celebration of differences is embedded throughout the curriculum and discussed frequently at every opportunity possible throughout the year.

**Inclusion**

At St Julie Primary School we aim to provide equality of opportunity for all children whatever their age, ability, gender, race, religion, or background. We aim to create an environment that values each pupil and enables them to achieve their full potential. As an educationally inclusive school the teaching and learning, achievements, attitudes and well-being of every pupil matters, and our inclusive practice means that all learners are supported. We provide a broad and balanced curriculum that is accessible to all learners, providing the opportunity for all pupils to achieve their potential. As such we plan and resource our learning, in line with our whole school policies, to enable all pupils to make good and sustained progress. In our planning we take due regard of factors such as classroom organisation, learning materials and the learning environment.

The opportunities and experiences we provide enable all our pupils to participate fully and give their best across all aspects of school life. We place great value on the quality of relationships within our school community. We aim to develop a culture of inclusion and diversity in which success is celebrated and all those connected to the school feel proud of their identity and able to participate fully in school life. We appreciate that children may have special educational needs throughout, or at any time during their school career. At St Julie Primary School we aim to facilitate the full inclusion of pupils with special educational needs. We will tackle discrimination by the positive promotion of equality and the creation of an environment which champions respect for all.

**Closing statement**

Prejudice is not tolerated, and we are continuously working towards a more accepting and respectful environment for our school community.

**Equality objectives** (2023-2024)

Under the Public Sector Equality Duty (PSED) the school is required to set Equality Objectives.

Our published information must be updated annually, and objectives published at least once every four years.

**Objective 1: Eliminating discrimination** To ensure school promotes role models and heroes that young people identify with, who reflect and broaden the school’s diversity in terms of race, gender and disability etc.

**Objective 2:** **Fostering good relationships** To ensure tolerance and respect towards individuals who identify with any of the protected characteristics.

**Objective 3: Advancing equality of opportunity** To provide training for all members of staff and governors on equal opportunities and non-discrimination.  Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.