Our Lady's Catholic Primary School

EQUALITY POLICY

Head teacher	Sarah Cahill
Chair of Governors	Eileen Maroney Barnett
Date of Agreement	**March 2026**
Date for Review	**September 2027**

Gospel Values	**Compassionate** towards others, near and far, especially the less fortunate; and **loving** by their just actions and forgiving words. **Eloquent** and **truthful** in what they say of themselves, the relations between people, and the world.
UNICEF Articles	**Article 2:** All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.
Skills Builder	

Our Lady's Catholic Primary School is a community whose mission is to know God, to love God and to serve God. It is a community created for love where we live, learn and pray together while following our dreams using the guiding light of Jesus. All our policies and procedures seek to reflect our mission within the life of the Catholic Church and her teaching.

Aims and Values

As an integral part of our Catholic philosophy we believe that every child regardless of sex, race or creed should enjoy equal access to all aspects of the curriculum within our school. Every child brings something unique to the school. We respect each individual and welcome diversity as an enrichment of our whole school community.

We will not tolerate any form of discrimination and we will promote equality and good relations by developing an appreciation for and enjoyment of other cultures. We will foster pupils' cultural development by deepening and broadening their experience of all aspects of culture whether artistic, literary, technological, musical, scientific, political, economic or religious.

Progress, Attainment and Assessment

We will monitor pupils' attainment through the collection of data about their performance and progress. Information will be used to set challenging targets which will enable pupils to achieve the highest standards. Data will be analysed to examine trends in attainment and patterns of underachievement between different groups of pupils. If differences are identified then action will be taken to address matters.

Behaviour, Discipline and Exclusions

In line with our Behaviour Policy we will not tolerate any form of abuse. If this does occur it will be dealt with as a most serious misdemeanour and dealt with in accordance with our Behaviour Policy. It is particularly important that sanctions are administered fairly and we must ensure that particular groups of children are not inadvertently discriminated against.

Exclusions will be monitored to establish any patterns and trends.

Pupils' Personal Development and Pastoral Care

In our Catholic school Christ and the Gospel values are at the centre of all our teaching, therefore we recognise and value the sacredness of each individual in our community. We aim to help each child to develop their talents. If pupils do experience difficulties they will be given support and guidance.

Teaching and Learning

Teachers will employ a variety of teaching styles that will support pupils' differing learning styles, cultural background and linguistic needs. They will create an environment where pupils can be independent and feel valued.

Through the multicultural, SMSC and wellbeing aspects of the curriculum, stereotypes and discrimination will be challenged. High expectations will be held for all pupils.

Admissions and Attendance

The Admissions Policy and criteria are equally open to pupils from all groups but because of the Catholic nature of our school the admissions criteria is dependent on religious persuasion.

The admissions process is monitored closely by the governors and headteacher. Pupils' attendance is monitored by the school lead and Pastoral Manager. Trends are identified and brought to the attention of the headteacher.

Curriculum

The curriculum is planned to develop an appreciation for and enjoyment of other cultures and establish equality while valuing diversity. We intend to provide positive role models through the use of visitors, resources and literature and to counteract prejudice and negative attitudes.

Staff Recruitment and Professional Development

All posts are open to the widest pool of applicants in the Midlands and beyond. Staff are selected on the basis of their qualifications and experience in accordance with the person specification for the post. The recruitment and selection process is closely monitored by the headteacher to ensure that good practice concerning equality exists.

Partnership with Parents and Communities

All parents are encouraged to be involved and participate in the life of the school. A newsletter is sent out fortnightly to inform the parents about the school events. Posters are put up around the school inviting parents to attend or take part in school functions. Parents are encouraged to join the School Association to develop the school community. If there are any difficulties understanding the written information parents are encouraged to contact the school office for help and support.

Leadership, Management and Governance

The governors, headteacher and staff will work in partnership with parents and the wider community to establish, promote and disseminate equality good practice and tackle discrimination. We will encourage all pupils and staff to develop their talents.

Governing Body

The Governing Body will ensure that the school complies with equality legislation and that the policy and its related procedures and strategies are implemented. Our Lady's Catholic Primary School adheres to the Birmingham Diversity and Cohesion Framework for Schools, "We're All Different but Equal."

Headteacher

The headteacher will implement the policy and its related procedures and strategies. They will ensure that all staff are aware of their responsibilities and are given appropriate training and support. They will also take appropriate action in the case of any discrimination.

All Staff

Staff will deal with incidents of inequality and know how to identify and challenge bias and stereotyping. They will promote equality and good relations between all groups of people including fostering good relations between those with protected characteristic s and others. They will keep up to date with n legislation by attending training and information opportunities.

Staff will complete a 'Behaviour Incident Record Form' (see appendix) for incidents of bullying or discriminatory behaviour and immediately inform the Headteacher or Deputy Headteacher who will log the incident on the school management system SIMS and on MyConcern as appropriate.

Information of such incidents are monitored each term and reported to the Governing Body. Incidents are also reported to the LA upon request.

Appendix 1

Behaviour Incident Report Form

Reported By:	**Role:**
Date(s) of Incident(s):	
Time(s) of Incident(s):	
Location(s) of Incident(s):	
Details of people of involved: Please include names, genders, ages, ethnic origin, and children in care or children with special needs and each child's role - ringleader, outsider, reinforcer, assistant, defender, and victim - and level of involvement. 1 = very involved 2 = involved 3 = slightly involved 4 = only indirectly involved	
Details of the Incident:	
Has a similar incident involving the same pupils been reported previously?	
Actions	
Signature:	
Date:	