



ST.PETER'S R.C. PRIMARY SCHOOL



# **Whole School Policy For Managing Equality**

## Mission Statement



St. Peter's Catholic School Mission is that pupils, parents staff, governors and parish build together a learning community which develops love, concern for each other and forgiveness, by living out the Gospel.

This means our school will be a place which:

☺ *To foster knowledge and understanding of the Gospel values and growing in God's love.*

☺ *To ensure we care for and respect others, develop an understanding of the world and contribute to society as responsible citizens.*

☺ *To promote independence and excellence.*

☺ *To encourage us to use our gifts and talents for self-fulfilment and the good of all.*

☺ *To appreciate that we are all uniquely created and loved by God.*

☺ *To put our trust in God through prayer.*

## Whole School Policy For Managing Equality

**We recognise** that prejudice on the basis of colour, culture, origin, personal circumstances, disability, sex and innate ability has a strong presence in our society.

We totally reject all such prejudice and will work to minimise its effects within our school environment to ensure equality of opportunity in all areas of school life for all pupils and staff.

### **We aim to:**

Ensure high quality for all

Support that development of cultural and personal identity

Prepare pupils for full participation in our society.

**We believe** education can and should strive to counter inequality in society playing a crucial role in promoting equality developing positive attitudes to cultural diversity and promoting shared values.

Each child should develop a sense of identity, be confident, self-affirming, open to change – choice and development, receptive and generous towards other identities, be able to contribute towards his /her own position, analyse received information arriving at a fair and balanced conclusion, identify bias – prejudice and discrimination, establish positive non violent ways, take responsibility and participate in decisions, show respect for others/property, show honesty, consideration, trust, fairness and politeness.

**Our Mission Statement** underpins this: our Faith in God, the importance of Gospel values in the overt and covert curriculum, our striving to reflect Christ – justice, respect, forgiveness, tolerance, respect for the work of others and reconciliation/the desire to ‘undo’ mistakes and make good.

### **In practice:**

The Governors’ Admissions Policy will not discriminate in the criteria.

At registration, pupils’ names will be accurately recorded and pronounced – pupils will be encouraged to accept and respect individual’s names.

On religious, moral and educational grounds the Governors, Headteacher and all staff are totally opposed to all offensive situations and will act promptly and justly.

- a. The following forms of racially offensive behaviour will be unacceptable:
- physical violence against anyone because of colour or ethnicity
  - racist insults, name calling or making threats
  - racist jokes
  - racist graffiti
  - wearing of racist badges
  - racist comments.

- b. The following forms of sexual harassment will be unacceptable:
- physical violence, unwanted physical contact
  - insults, name calling, threats or comments
  - graffiti.
- c. Bullying – the following will be unacceptable:
- physical violence
  - insults, name calling, threats or comments
  - graffiti
  - covert actions inducing fear.
- d. The following forms of behaviour offensive to those with a disability will be unacceptable:
- insults and name calling
  - making fun of a disabled person
  - making offensive comments about the disabled
  - physical violence to a disabled person.

Children will be encouraged to report all incidents to an adult in school and to their parents so they do not pass unnoticed.

Responses to Anti Social Behaviour:

Minor misbehaviour will be dealt with by teaching staff and meals supervisors.

The procedure for all other forms of socially and morally unacceptable behaviour including those at a., b., c. and d. above is:

Once an incident has been reported to/comes to the notice of a member of the teaching staff s/he will speak to the child(ren) concerned, enter the details in the the class behaviour book and discuss the incident with the Headteacher/Deputyhead agreeing a response.

Meals supervisors will report all such incidents to the Headteacher/Deputyhead for action.

Perpetrators will be counselled and made fully aware of the wrong they have done, the pain they have caused, the foolishness of all prejudice and the need to right the wrong done through sincere apology and friendship.

- Initial incidents will remain on record
- If there is a further incident (or one major incident), a copy of the incident sheet will be sent home to parents
- Further incidents will invoke one of the following responses after discussions:
  - a meeting with parents
  - withdrawal of privileges

- child and parent(s) meet with a group Governors
  - temporary exclusion
  - referral of the matter to the Governors
- (on going counselling will be given to all parties involved throughout this process).

### **Staff**

This school values diversity amongst its staff. In all staff appointments the best candidate will be appointed based on strict professional criteria.

Equality and justice will be to the fore in matters of appraisal, redundancy, conditions of employment and promotion.

We all need to be aware of possible cultural bias and assumptions within our own attitudes.

We need to be aware of historical and contemporary processes which have caused/cause prejudice and injustice.

We are committed to providing high quality education for all pupils and preparing them for full participation in society. Our staffroom culture must be open and positive especially in our treatment of equality issues.

We are committed to avoid stereotyped ideas about pupil potential and motivation.

### **Parents**

We will ensure that parents are fully aware of our policy. Parents from all groups will be encouraged to be proportionally involved in the life of the school. We will ensure we welcome all visitors. We will invite parents and members of the local community will be involved in the school curriculum.

### **The Curriculum**

We will strive to ensure that all children develop the skills to use written and spoken standard English. They will explore aspects of their own/other cultures, issues of rights and obligations, conflicts of interest, justice and fairness.

Common concerns/values will be explored – trade, shelter, our relationship with the environment and decision making. Curriculum areas will be taught ensuring a balanced view is put. Children will be encouraged to weigh up arguments, make their own decisions and have sound reasons for them.

Displays will reflect our multicultural society, contain positive images and be non stereotypical.

Our teacher assessment of pupils and reporting to parents will be unbiased giving each child the opportunity to show what they know/can do without categorising children in ways which may restrict their opportunities avoiding stereotyped assumptions.

Books and materials will portray positive images and relate to a variety of cultures.

## **Handling controversial Issues**

*(between communities, religious, moral, bias, home/school)*

Views, including our own, will be seen as a resource, not inherently correct, to be weighed up. We will avoid implying consensus when it may not be the case\* and encourage freedom of thought.

(\*eg “most of the children in the school would prefer.....” when that fact has not been established by survey etc... with the intention of influencing individual views.)

## **The Pastoral Curriculum**

We are committed to see that:

- children have an “overall” view of their own development – their learning, self esteem , behaviour, confidence and motivation.
- Children’s views are listened to and taken into account.
- Relevant information about children’s personal home circumstances is confidentially shared amongst staff as appropriate for the benefit of the children.
- Measures are taken to monitor and deal with disaffection amongst pupils promptly

St.Peter’s Governing Body will review this policy every three years.

**Date:** October 2018

**Review Date:** October 2021

**Chair of Governors: Mr Gerry Franklin**