



Roman Catholic Diocese of Hexham and Newcastle



St Joseph's Catholic Primary School

Equalities Policy

All are welcome in St Joseph's
where everyone is special, cared for
and challenged to be the best they can be
in our safe and happy school.

We strive to
love justice, show mercy and
walk wisely and humbly with God.
We will love one another in Christ
knowing that Jesus loves us very much.

St. Joseph's Catholic Primary School

The Catholic Primary School serving the Parishes of St. Anne's, Winlaton & St. Joseph's, Blaydon



Equalities Policy

Rationale

Our Mission is to provide a Catholic education that allows children to grow into happy, confident individuals, fully equipped to take their place in God's world, now and in the future.

We will do this by:

- Providing a rich and varied curriculum that encourages every child to achieve their full potential.
- Striving for excellence in all that we do.
- Welcoming children from all faiths and backgrounds.

This policy should be read in conjunction with the school's:

- SEND Policy
- RE Policy
- Collective Worship Policy
- RHE Policy
- Anti-bullying Policy
- Accessibility Policy

In line with our Mission Statement, we value the individuality of all of our children. We are committed to giving all our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad and balanced curriculum and have high expectations of all children. The achievements, attitudes and well-being of all our children matter.

This Equalities Policy extends to adults: staff, parents, carers and site users. This policy is in accordance with The Equality Act 2010, which replaced all previous legislation in relation to equal opportunities. In line with that legislation, it seeks to ensure that this school provides equal opportunity for all children and adults, giving due regard to groups with 'protected characteristics', in terms of gender, race, disability, sexual orientation, religion/belief, age, gender reassignment, pregnancy/maternity and marriage/civil partnership, in accordance with the Act.

Objectives

At St Mary's Roman Catholic Primary School:

- We aim not to discriminate against anyone, be they staff, pupil or parent as outlined within the Equality Act 2010.
- We aim to promote the principles of equity and justice for all through the education that we provide in our school. We recognise that doing this may entail treating some pupils differently.
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups of pupils.
- We aim to ensure that all recruitment, employment, promotion and training processes are fair to all, and provide opportunities for everyone.

- We aim to challenge personal prejudice and stereotypical views whenever they occur.
- We value each pupil's worth, celebrating the individuality and diversity of our school community, and showing respect for all minority groups.
- We are aware that prejudice and stereotyping are often caused by poor self-image and by ignorance. Through positive educational experiences, and support for each individual's

- legitimate point of view, we aim to promote positive social attitudes and respect for all.
- We endeavour to make our school and its environment welcoming to all minority groups. We promote an understanding of diverse cultures through the topics studied by the children and through regular promotion (such as in weekly assemblies).

Protected Characteristics

In our school we will:

- strive to eliminate all forms of discrimination;
- promote equality of opportunity, regardless of gender, sex, race, disability, sexual orientation, religion/belief, age, marital status or parental status;
- promote good relations between people of different racial and ethnic groups;
- seek to educate pupils in a manner which promotes community cohesion in a diverse, tolerant society;
- actively promote the British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of those of different faiths and beliefs;
- record all incidents of bullying and discrimination;
- report all confirmed 'hate incidents' in line with Local Authority protocols.

The Role of the Governors

The Local Governing Committee has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. The Local Governing Committee ensures that no child, staff member, parent or site user is discriminated against whilst in the school as outlined by the Equality Act 2010. All children have access to the full range of the curriculum, and school policies will protect and safeguard pupils' from discrimination.

The Local Governing Committee seeks to ensure that reasonable adjustments are made for all pupils, staff and site users.

All candidates for vacant roles will be treated with equality and reasonable adjustments will be made to remove barriers to them being successful in employment at the school.

The Role of the Headteacher

It is the Headteacher's role to implement the school's Equalities Policy and is supported by the Local Governing Committee in so doing. It is the Headteacher's role to ensure that all staff are aware of the school's Equalities Policy, and that teachers apply these guidelines fairly in all situations. The Headteacher, as directed by the Local Governing Committee, ensures that all appointment panels give due regard to this policy to ensure no individual is discriminated against with regard to employment or training opportunities.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, during assemblies, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of bullying and discrimination with due seriousness. These incidents will be recorded in line with school protocols and the Local Governing Committee will be informed. Appropriate sanctions will be used depending upon the seriousness of the incident. These may include: informing parents, an oral warning, a written warning, activities to help promote greater understanding, referral to outside authorities, and in extreme cases, exclusion from school.

The Headteacher will report all confirmed 'hate incidents' in line with Local Authority protocols.

Teaching and Learning

The Headteacher will ensure all teaching and non-teaching staff at the school are aware of their responsibilities with regard to the Equalities Policy and adequate training will be provided.

The Headteacher will ensure all pupils and staff are made aware that any form of discrimination within school is unacceptable. This will be covered regularly within staff meetings and professional development, school assemblies, school council meetings etc.

Through its curriculum and wider learning offer, the school will look at ways of providing pupils with positive role models which challenge negative stereotyping and therefore ensure that equal opportunities permeate the life and work of the school.

Monitoring and Review

It is the responsibility of the Local Governing Committee to monitor the effectiveness of the Equalities Policy.

The Local Governing Committee will ensure the effectiveness of the policy by the following actions:

- Monitoring the progress of pupils of minority, gender and disadvantaged groups and comparing it to the progress made by other pupils in the school.
- Monitoring the staff appointment process to ensure no applicants for teaching and non-teaching posts at the school are discriminated against.

Reviewed November 2025