



Corpus Christi Catholic Primary School

Equality, Diversity and Inclusion Policy

*Joyfully, unique in Jesus' family we learn to use our special gifts
to love, serve and make the world a better place.*

Equality Diversity and Inclusion Policy			
Approval		Board of Governors	
Chairperson	Rachel Cox	Headteacher	Simon Lennon
Date of last review	June 2024	Date of review	June 2026
Date of next review	June 2028	Maintenance	SSDc

*So God created mankind in his own image, in the image of God he created them;
male and female he created them. Genesis 1:27*

Purpose

This policy is informed by the relevant legislation, including the Equality Act 2010, and by the school's Mission Statement and in its turn, informs other school policies including Admissions, Teaching and Learning, Assessment, Appointment of Staff, Anti-bullying and Inclusion and Special Educational Needs and Disabilities.

As a Catholic school we recognise that this policy is set within the context of Christian belief and practice, and Catholic social teaching. This means that all people in our school community are treated with fairness, justice and respect as children of God. Through school gospel virtues we strive to build character in all stakeholders. The Oscar Romero Award supports the school in realising and living the unique calling of a Catholic school to become an evangelising centre by empowering young people and staff to become true agents of the change they want to see in the world by putting their faith into action. As a school of Sanctuary we are committed to promoting a culture of welcome, empathy and belonging for all.

Aims and Objectives

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

EDI Statement

At Corpus Christi School, we are the Body of Christ and welcome all, as our brothers and sisters in God's family. We commit to treat our whole school and the wider community with dignity and respect. We will respect the race, culture, religion, gender, disability or social background of every child to ensure they fulfil their potential within a proactive, loving and caring environment. We will advance equity by providing accessibility and reasonable adjustments which will empower all members of our community. We advocate for current, successful representation of our diverse identities within our curriculum and school environment.

Principles

We actively promote the principle of fairness and justice for all, through the inclusive Catholic approach to education provided by the school. Our Catholic approach to the curriculum reflects the attitudes, values and respect that we have for all and varied ethnic groups. Through a **see-choose-act methodology** to the curriculum children are encouraged to see injustice and inequality, judge it based on the teachings of our Faith, and act to make a difference. We constantly strive to remove any forms of discrimination which may form barriers to learning.

We challenge stereotyping and prejudice whenever it may occur and celebrate the diversity of our society and show respect for all minority groups.

We ensure that all pupils have equal access to the full range of educational opportunities provided by the school. These principles apply to the full range of policies and practices, including those concerned with:

- children's progress, attainment and assessment
- children's personal development, welfare and well-being
- teaching and learning, and curriculum
- admissions and attendance
- staff recruitment, retention and professional development

- behaviour, discipline and exclusions
- safeguarding
- working in partnership with parents and carers
- working with the wider community.

Celebrating Diversity

Admissions to the school are governed by the school's Admissions Policy which is applied impartially. It is the right of all pupils to receive the best education that the school can provide, with access to all educational or recreational activities organised by the school.

This school will not tolerate any harassment or victimisation related to a protected characteristic. These are: sex, gender, race, disability, religion or belief, age, sexual orientation, pregnancy or maternity. Should an incident occur we will act immediately to prevent any repetition of the incident. Any such incident will be recorded and copies retained in the school and by the local authority (LA).

We actively promote an understanding of, and respect for, diversity through the curriculum topics studied by the children which are reflected in the displays and work shown throughout the school. The school has a rigorous approach to SMSC (spiritual, moral, social and cultural development). Fundamental British values are taught as stand alone lessons as well as embedding the school's gospel virtues into all other areas of the curriculum, such as through the school ethos, PSHE, Citizenship, RE and Healthy Schools. We aspire to decolonise the curriculum and ensure wide representation in resources.

Should any member of the school community consider themselves to be a victim of discrimination, we will do all that we can to support that person in overcoming any difficulties they may have. The school will ensure that all employees abide by the public sector Equality Duty. This means eliminating discrimination, advancing equality of opportunity, promoting good relations between people with different protected characteristics.

The Role of the Governors

The governing body has set out its commitment to equal opportunities in this policy, 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 governors welcome all applications to join the school, whatever background or disability a child may have. These applications will be assessed in line with the school's published admission arrangements.

It is the responsibility of the governing body to monitor the effectiveness of this policy by:-

- Monitoring the progress of pupils of significant ethnic groups annually to ensure that they are receiving equal attention and care. Ethnic groups are reported in line with the local authority's 6 ethnic groups: Asian, Black, Chinese, Mixed, White, Other. Caution is used when interpreting figures based on small numbers of pupils.
- Monitoring the staff appointments process to ensure that no applicant applying for a post at the school is discriminated against on grounds of a protected characteristic. We use a broad range of platforms and media to advertise opportunities and roles at the school.
- We will endeavour to provide a diverse panel when recruiting staff.
- Monitoring progression of staff and access to training.
- Requiring the Headteacher to report to governors on an annual basis on the effectiveness of this policy.
- Requiring the Headteacher to report on behaviour at SSDC meetings
- Taking into serious consideration any complaints regarding discriminatory issues from parents, staff and pupils.
- Reviewing this policy at two-yearly intervals.

The Role of the Headteacher

The Headteacher will implement the school's EDI Policy and is supported by the governing body in this respect.

It is the Headteacher's role to ensure that all staff are aware of the school's policy on Equality and that all staff apply these guidelines fairly in all situations. The Headteacher promotes the principle of equality when developing the curriculum and promotes respect for other people in all aspects of school life.

The Headteacher will treat all incidents of discrimination with due seriousness and report to the governing body and the LA.

Staff are also protected under the Equality Act 2010. The additional protected characteristics which apply to staff are: age, marriage / civil partnership.

The Role of the Staff

Staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

In selecting classroom material, teachers pay due regard to the sensitivities of all the pupils in the class and do not use material that is discriminatory in nature.

Teachers must strive to provide materials that give positive images of the diversity of our local community and our country and challenge stereotype perceptions of minority groups.

All staff must challenge any incidents of a discriminatory nature, record serious incidents in the school behaviour file and draw them to the attention of the Headteacher. Teachers and support staff should intervene in a positive way against any occurrence of discrimination.

The Role of Pupils

Corpus Christi has a School Council where children's views and perceptions can be represented. Each class from Year 1 to Year 6 has an elected representative, who acts as a link between the teaching staff and the pupil population. The school council also are genuinely involved in the recruitment process of teaching staff.

Monitoring and Review

Incident reporting

Any act of discrimination will be recorded on the internal safeguarding system My Concern. In certain circumstances advice may be sought from BCP Council and/or the Police and this advice will be followed.