

Equality Objectives

Updated: 1st February 2024

Equality Statement

At St Chad's Catholic Primary School, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. Through our mission statement and Catholic beliefs, we aim to develop a culture of inclusion and diversity in which all members of our school and parish family feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an inclusive environment. We give pupils the opportunity to have specific roles and responsibilities so that they can learn through real-life experiences. Roles such as Liturgy Leaders, Sports Leaders, Prefects, anti-bullying ambassadors, etc allow children to work alongside each other, peer-to-peer to problem solve daily issues that arise.

At St Chad's Catholic Primary School, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us. Through regular assemblies and enhancement days, we offer a deeper understanding of diversity; we recognise, respect and celebrate differences.

Equality Objectives

Objective 1: To narrow the gap between the progress made by all disadvantaged children by promoting the Premium First Strategy in all areas of school life. To ensure that our curriculum reflects diversity across all our provision.

Objective 2: Train 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.

Objective 3: To ensure that future reviews of all school policies include information about and links to equality. To ensure that our curriculum reflects diversity across all our provision.

Objective 4: Adopting a whole-school approach on how to deal with and record issues in school. CPOMs to be used by all staff to log safeguarding concerns and Arbor to be used by all staff to log any behaviour concerns. All data to be tracked, analysed and acted upon by senior leaders.

Equality in Teaching and Learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Providing a rich curriculum and strong Catholic ethos to instil the Gospel values in our children, teaching them to be kind, caring, forgiving and respectful young people.
- Ensuring equality of access for all pupils and preparing them for life in a diverse society.
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice.
- Have high expectations of all children and to provide varied learning experiences within a broad and balanced curriculum.
- Providing opportunities for pupils to appreciate their own religion and culture and celebrate the diversity of other religions and cultures.
- Seeking to involve all parents in supporting their child's education.
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils.
- Make links between the teachings of Jesus and how we behave and treat others in our own lives.
- To develop self-esteem, respect and social skills enabling children to form positive relationships within school and in the context of a modern multi-cultural society.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, belief, disability and/or socio-economic background. As a Catholic school our admission policy clearly sets out the admissions criteria.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

The school has a full and separate Equal Opportunities Policy.