

## EQUALITY POLICY STATEMENT

JUNE 2019



### Our school commitment

The **Equality Act 2010** and incorporated **Public Sector Equality Duty**, requires us to publish information that demonstrates our school having due regard for the need to:

- **Eliminate unlawful direct or indirect discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not share it
- **Foster good relations** between people who share a protected characteristic and those who do not share it.

### **At St Vincent de Paul Catholic Primary School:**

We strive to ensure that everyone is treated fairly and respectfully

We want everyone in our school to be safe and feel secure

We recognise that people have different needs and we understand that treating people equally does not always involve treating them the same

We are relentless in working to ensure that no one person or group experiences less favourable treatment or discrimination because of their:

- age
- disability
- race
- gender
- gender identity
- marital or civil partnership status
- being pregnant or having recently had a baby
- religion or belief
- sexual identity and orientation.

We recognise that some pupils and adults need extra encouragement and support to achieve and be successful and may have some considerable barriers to overcome. As a cohesive group we strive to ensure that all are cherished and nurtured to aim high and to reach their hidden potential.

We accept that communication can sometimes be hard work. Through timely, accepting and honest discussions we are putting in that work to ensure all are consulted around, and involved in, major decisions that may affect certain individuals or groups regarding their learning, their emotional and mental health and their well-being.

**The Equalities and Human Rights Commission (EHRC)** defines the 'responsible body', for the purposes of this **Equalities Act**, in a maintained school as the **Governing Body**.

As the responsible body, the governors of St. Vincent de Paul Catholic Primary School accept that they are also liable for any actions taken by individuals acting on our behalf as well as those taken by individual employees of the school.

**Governors' duties/responsibilities** relate specifically to:

### **Pupils**

Governors ensure that our school does not discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions, taking into account DfE exceptions for schools with a religious nature
- in the way it provides education for pupils
- in the way it provides pupils access to any benefit, facility or service
- by excluding a pupil or subjecting them to any other detriment.

### **Staff**

Governors are also responsible for preventing discrimination, harassment or victimisation against school staff. For more detailed information on this, please refer to the ACAS website -

<https://www.acas.org.uk/discrimination-bullying-and-harassment>

### **Parents**

In some circumstances, a school is regarded as a 'service provider' under part 3 of the Act, so governors have a duty to make accommodations for the parents of pupils if those parents have a disability.

### **The public**

Again under part 3 of the Act, if school opens any of our facilities to the public, then we become a service provider and are responsible for preventing discrimination against any person that uses those facilities.

**We also welcome the emphasis of the Act's Public Sector Equality Duty (PSED), the government, the DfE and Ofsted on the importance of accelerating the progress of any child from any background who is failing to achieve their potential**

As part of this we are required to:

- Publish the school's Equality Statement and Policy, demonstrating our compliance with the PSED (to be updated at least annually).
- Publish equality objectives to record how we continue to tackle any inequalities in outcomes, explore the measure of our successes and improve the work that we do (to be updated every 4 years).