St Peter and St Paul's RC Primary School 'Equality policy'

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To be reviewed: September 2026

Mission Statement

Holding God's hand,
we grow in Faith together,
we dream, believe, achieve.

Following in the footsteps of Jesus,
we act with love,
we care for one another and our world.

Our Core Values at SSPP

Love
Respect
Honesty
Compassion
Kindness
Forgiveness

Equality Policy

The basic equality between all human beings has always been fundamental to our Catholic belief and teaching. St. Peter & St Paul's RC Primary School acknowledges and welcomes diversity among pupils, staff, governors and visitors. Our Equality Policy outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the school community should feel safe, secure, valued and of equal worth. At St. Peter & St Paul's RC Primary School, we treat all people equally, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or gender identity, as outlined in the Equality Act 2010. We promote the principles of fairness and justice for all through the education that we provide in our school, and we implement the CARITAS in Action social justice programme across the school year to educate our pupils in the principles of fairness, equality and dignity for all.

St. Peter & St Paul's RC Primary School is committed to:

- Promoting equality of opportunity through the quality of teaching and learning and through our curriculum provision
- Promoting good relationships between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination, harassment or victimisation

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- Every child should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Every child should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Safeguarding
- Pupils' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

The Governing Board will:

- Ensure the school complies with all current equality legislation.
- Monitor the implementation of the Equality Policy through the work of the Curriculum, Community & Pupil Welfare Committee
- Ensure that all governors are aware of their legal responsibilities under equality legislation
- Receive and discuss regular equality reports on progress and performance
- Support the Head teacher in implementing any actions necessary
- Inform parents about the policy

The Headteacher will:

- Provide proactive leadership to create a community that recognises and celebrates difference within a culture of respect and cooperation
- Ensure staff, pupils, parents/carers and any other interested stakeholders are aware of this Single Equality Policy, their roles and responsibilities in implementing it, and receive training and support in carrying out these actions
- Monitor to ensure effective implementation of the Equality Policy
- Provide regular reports for governors on progress and performance
- Allocate appropriate responsibilities, and provide suitable training and development for staff to implement this policy
- Taking appropriate action in any cases of victimisation, harassment and discrimination in line with the school and LA guidance
- Report racist incident monitoring information to the LA on a termly basis

In their day to day work, the staff will:

- promote equality, inclusion and good community relations
- challenge inappropriate language and behaviour
- tackle bias and stereotyping
- respond appropriately to incidents of discrimination, victimisation and harassment and report these to the Headteacher
- Highlight to the Headteacher any staff training or development that they require to carry out the above role and responsibilities.
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society
- Review and monitor curriculum policies and planning in their own subject areas to ensure that equality is promoted

Pupils will be expected to:

- Treat others kindly and fairly without prejudice, discrimination, victimisation or harassment
- Attend and engage in their own learning, as well as helping other pupils to learn
- Learn to treat each other with respect and report incidents of discrimination to an adult

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher and the governing board.

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their age, disability, gender, gender reassignment, marital status, pregnancy or maternity, race, religion or belief or sexual orientation, they should report this without fail through the school's complaints procedure.

Complaints by staff will be dealt with under the Grievance Policy.