

ST GABRIEL'S CATHOLIC PRIMARY SCHOOL

EQUAL OPPORTUNITIES POLICY 2020

Reviewed: October 2021

Renewal date: October 2022

Mission Statement

St Gabriel's is a welcoming school where:

- We pray together, care for each other and learn
- together We feel safe and respected
- We try to do our best
- Everyone is treated fairly
- We have fun with our friends

With Jesus Christ at the heart of our loving Catholic community.

At St Gabriel's School, we recognise and value each individual who is a God given gift to our community.

We aim to maximise the development of all individuals within our school.
Each child and adult is special and valued.

Our non -discriminatory Christian approach is built into all aspects of school life. We will do everything to enhance equal opportunities and to remove unfair discrimination on any grounds, including:

- Ability
- Background
- Disability
- Race
- Age
- Class
- Gender
- Religion
- Sexuality

Curriculum

The National Curriculum forms the basic curriculum of St Gabriel's School, which ensures equal access to all subjects for all pupils. Through our curriculum we actively promote the British Values (defined by Ofsted as Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance of people of different faiths and of no faiths.).

St Gabriel's School aims to present a full curriculum, which is:

- Broad and balanced
- Differentiated
- Provides a true reflection of our Catholic faith within our multi ethnic society
- Provides learning materials that neither discriminate or stereotype
- Provides learning materials which allow curriculum access to all

Racial Equality

In our school we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity, regardless of race, ethnicity or religion;
- promote good relations between people of different racial and ethnic groups;
- seek to educate pupils in a manner which promotes community cohesion in a multi -cultural society.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will deal with it in accordance with school procedures (see policies for Behaviour and Discipline). 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 we reflect this in the displays of work shown around the school. Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

Behaviour and Relationships

St Gabriel's School expects and encourages positive attitudes and good behaviour. All staff are committed to a positive ethos within the school and beyond.

Racist remarks, discrimination and bullying in any form are unacceptable within the school.

We promote courtesy and mutual respect for all individuals.

All staff shall have equal opportunities to relevant professional and personal development.

Culture and Environment

St Gabriel's School is working towards making our facilities accessible

Consideration will be given to the wide diversity of society and we will endeavour to reflect this in teaching and communal areas.

We recognise that, although in a Catholic school, our children live and will move to areas populated by people of different gender, social and ethnic background, religion and abilities. We believe we must reflect the diversity of our world through learning activities. Through this we can help create a cohesive community. We promote a positive and cohesive community through our work on the Gospel Virtues.

We will promote respect for the different cultures of other people and encourage knowledge of and respect for different cultures, religions and traditions.

Recruitment and Staffing

When vacancies become available, procedures for advertisements, selection and recruitment will reflect the principles of equal opportunity and current legislation.

The Governing Body seeks to provide equal opportunities for all staff, without regard to gender, sexuality, race, disability or age.

We endeavour to appoint practising Catholics to our school whenever possible. However, not being a practising Catholic will not necessarily be an impediment to appointment.

Implications

All who work, learn and visit St Gabriel's School are expected to implement the policy guidelines.

The Headteacher should be informed of any incidents of discrimination and they will be recorded. The Headteacher will complete that appropriate returns for the LEA.

Monitoring

The Governors, Headteacher and Senior Leadership Team responsible for the implementation of this policy. The Headteacher will manage the monitoring of this policy.

This policy will be made available to all staff, teaching and non-teaching. It will be explained to children regularly, appropriate to age and ability, by means of assemblies, classroom practice and the way we treat children and expect them to

treat each other. Aiming to live our Mission Statement is integral to life at St Gabriel's School

Non Catholic Children

We welcome non-Catholic children at our school (following the admissions criteria). The Headteacher will always explain to parents, before their child's admission to our school, the nature of a Catholic school, the day to day implications for them and the expectation that their child will take part appropriately in the religious life of the school.

J Hayes

Reviewed October 2021

Next reviewed October 2022