



St Simon's Catholic Primary School
'Whatever we do, we do it for the glory of God.'

EQUALITY STATEMENT & OBJECTIVES

At St Simon's Catholic Primary School, we are committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and well-being outcomes.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics). This means that schools cannot discriminate against pupils or treat them less favourably because of their sex (gender), race, age, disability, religion or belief, gender reassignment, sexual orientation or pregnancy or maternity.

The Act introduced requires all schools to comply with the **Public Sector Equality Duty** and **two specific duties**.

Public Sector Equality Duty requires us a school to:

Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity between different groups

Foster good relations between different groups

The Two "specific duties" requires us to:

-Publish information to show compliance with the Equality Duty

-Publish Equality Objectives at least every 4 years which are specific and measurable

The action plan and statement demonstrate these two specific duties.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

Our Equality Statement is based on the principles above and aims to ensure that:

All pupils and members of staff at our School are provided with opportunities to fulfil their potential whatever their sex, race, colour ethnic or national origin, marital status, age, sexual orientation, disability or religious belief.

A culture of inclusion and diversity is established at St Simon's, in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and this data is used to support pupils, raise standards and ensure inclusive teaching.

Discrimination is addressed by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all.

Diversity is a strength, which is respected and celebrated by all those who learn, teach, and visit St Simon's.



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EQUALITY OBJECTIVES

| OBJECTIVE | INTENT | IMPLEMENTATION | IMPACT |
|--|---|---|--|
| <p>Understanding and valuing diversity</p> | <p>There are an increasing number of children who are demonstrating needs relating to communication and interaction or social, emotional and mental health. There is a need to educate the school community thereby developing greater understanding, tolerance and empathy in relation to the needs of neuro-diverse pupils.</p> | <p>CPD for all class teachers to improve their knowledge and understanding of how to remove potential barriers and maximise progress for SEND pupils. Sharply focused SEMH interventions are used to support individuals' specific areas of need in relation to the above areas. The aim of the interventions is to support pupils to better understand themselves in order for them to develop strategies to enable them to engage successfully and happily in school and the wider community. Parents are kept informed about the children's learning via class dojos, school newsletter and parents' evenings.</p> | <p>The school community has a greater understanding of neurodiversity and all stakeholders feel empowered to best support one another.</p> <p>The school curriculum allows all learners to flourish, regardless of their individual needs.</p> |

| OBJECTIVE | INTENT | IMPLEMENTATION | IMPACT |
|--|---|---|--|
| <p>To use the curriculum to find out about different religions and cultures and celebrate diversity.</p> | <p>To increase understanding of equality, cultural diversity and inclusion by the whole school community including SLT, governors, staff, pupils and parents. Currently, 35% of our school population have English as an additional language, so there is a need to understand the issues that our families are faced with when coming to England and procedures need to be in place to support our new families and to allow the pupils to fully access our school and community provision as soon as is possible.</p> | <p>In order to address and celebrate our cultural diversity we will continue to deliver a PSHE/RSE Programme which explores and values cultural difference. This, alongside a robust RE syllabus which incorporates the use of both visitors and visits to different places of worship, as part of our school curriculum activities, will develop a deep understanding of other cultures. The curriculum will be the vehicle to teach pupils about British Values which extend beyond their own personal experience into areas such as citizenship, democracy and traditional folk heritage. We actively aim to instil aspiration and ambition in our pupils by exposing them to a wide range of cultural experiences including visits, visitors and wider opportunities.</p> | <p>Pupils will progressively develop their understanding of, and empathy for, people from different regions, races, religions and cultures. The curriculum (through a range of learning opportunities) will provide a clear structure for promoting and championing the importance of racial equality.</p> <p>Families arriving at our school with very little understanding of English language or culture, are supported through robust systems, enabling them to access appropriate support</p> |