



Holy Redeemer Catholic  
Primary School

# Equal Opportunities Policy

(Policy and Procedure for Racial Equality and Cultural Diversity)

Signed by:	
Head Teacher	Christina Hall
Chair of Governors	Alan Smith
Date Adopted	21.06.2017
Date of Review	22.06.2018

## **Introduction**

At Holy Redeemer Catholic Primary we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. Our Gospel Values of Love, Truth, Justice, Compassion, Sacrifice, Holiness, Peace and Forgiveness underpin this policy. All members of the school community have responsibilities to promote equality of opportunity, experience and treatment. We are all treated equally in the eye of God and we are all of equal worth. Our school consists of a diverse range of people - employees, visitors, students and parents. We need to celebrate our difference, by understanding them and enjoying the diversity this brings.

## **Aims**

We want to foster mutual tolerance and our aim is for everyone to feel valued within the school.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality, age or gender the school can ensure that:

- All students have opportunities to achieve their potential
- Expectations of all students are high
- All students have access to and can make full use of, the school's facilities and resources
- It reflects the community it serves and responds to its needs
- All students are prepared for life in a diverse and multi-ethnic society
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these
- It has a positive ethos and environment
- Racist and discriminatory incidents are dealt with effectively (see Discipline Policy and Anti-bullying Policy)
- Inclusion issues are taken seriously and are considered in all aspects of school life

## **Equal Opportunities**

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience

Students and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

## **Support**

Support is available for students from their class teacher, headteacher or any trusted adult.

The School Nurse and other outside agencies may support students as appropriate.

## **RACIAL EQUALITY AND CULTURAL DIVERSITY**

The curriculum of the school will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded (see attached form) and parents notified. Persistent racism will result in exclusion.

The School welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria we are guided by the following principles:

- Every student should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every student 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 student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi ethnic society, and in the wider context of an interdependent world
- Every student should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being in accordance with the Every Child Matters agenda

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment

- Behaviour, discipline and exclusions
  - Students' personal development and pastoral care
  - Admissions and attendance
- 
- The curriculum content
  - Staff recruitment and professional development
  - Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, Islamophobia, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

### **Religious Observance**

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

### **Breaches of policy**

Breaches of 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 body. If a racist incident takes place, not only will the normal incident form (please see Discipline policy) be filled in, but the Racist Incident form as well. Although a copy of the form may be filed in the appropriate person's file, one will be held centrally by SLT so that all incidents can be clearly and simply monitored.

### **Monitoring and Evaluation**

Lists of all students of ethnic minorities and Looked After Children will be held centrally and the following data will be collected and evaluated by both gender and ethnicity:

- Examination results
- Attendance
- Bullying incidents
- Exclusions – both internal and external
- Number of certificates of achievement

### **Responsibilities**

The governors' responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented. In order to do this the policy will be regularly reviewed at Curricular Committee.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. She is responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school development plan. She is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity into all aspects of their work. In the case of support staff the appropriate action will be to report to their line manager and to fill in the appropriate form.

### **Availability of this Policy**

This policy will be available to parents on request and will be published on the school website. It will be available to staff in the main office and the staffroom.

This document is to be discussed at School Council.

This policy will be reviewed annually.

## Complaint Report Form

When did the incident take place?

Date: \_\_\_\_\_ Time: \_\_\_\_\_ am/pm

Where did the incident take place? (Place in school/other)

Have you reported to the police? YES/NO

What happened? (Brief details)

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

Names of Witnesses: \_\_\_\_\_

(Witnesses should write, sign and date a statement)

Agreed action to be taken as a result of complaint:

---

---

---

---

---

---

---

---

---

---

---

---

---

Complainant Details

---

---

---

---

Has the incident been reported to the police? YES/NO (delete as applicable)

Details of perpetrator (if known)

---

Person reporting (if different to complainant)

Name: \_\_\_\_\_ Tutor Group/Faculty/Dept. \_\_\_\_\_

Contact Names:

---

Telephone no.

---

When reported Date: \_\_\_\_\_ Time: \_\_\_\_\_ am/pm

Name and post held of person completing form: