

Equality Policy

Adopted January 2020

Review Date: January 2022

Our Mission as a Catholic school is to create and develop a community centered upon the teaching of Jesus Christ where all individuals are enabled to reach their full potential.

Mission Statement

Let God's love shine in our lives as we grow and learn together through living out the Gospel Values: By being honest, being fair, forgiving and being respectful. Aiming high and doing our very best ...valuing the world around us.

Our children's promise

We promise to do our best, to be respectful of others and be good leaders.

St Alban's Catholic Primary School is an inclusive school who's mission is to uphold the Gospel Values, recognising we are all unique individuals, where difference should be celebrated in an atmosphere of mutual tolerance and respect. We therefore endorse and adhere to the aims and duties of the Equality Act 2010.

The Act aims to:

- Eliminate discrimination
- Advance the equality of opportunity
- Foster good relations
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The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief **
- Sex
- Sexual orientation

The **Equality Act** defines four kinds of unlawful behaviour - direct discrimination; indirect discrimination; harassment and victimisation.

*(** The Catholic Church community founded St Alban's Catholic Primary School, it's mission to provide a Catholic education for the Catholic children within its community. Pupil places will be offered in accordance with the School's Admissions Policy. Whenever applications exceed the number of places available, places will be offered and allocated in line with the policy's oversubscription criteria and protocols.)*

- **Indirect discrimination** happens when there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic, and you are disadvantaged as part of this group. If this happens, the person or organisation applying the policy must show that there is a good reason for it.
 - A 'policy' can include a practice, a rule or an arrangement. It makes no difference whether anyone intended the policy to disadvantage you or not. To prove that indirect discrimination is happening or has happened:
 - there must be a policy which an organisation is applying equally to everyone (or to everyone in a group that includes you)
 - the policy must disadvantage people with your protected characteristic when compared with people without it
 - you must be able to show that it has disadvantaged you personally or that it will disadvantage you
 - the organisation cannot show that there is a good reason for applying the policy despite the level of disadvantage to people with your protected characteristic

- **Harassment** has a specific legal definition in the Act. Harassment is unwanted behaviour, which you find offensive or which makes you feel intimidated or humiliated. It can happen on its own or alongside other forms of discrimination.
 - "unwanted behaviour, related to a relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person".
 - This covers unpleasant and bullying behaviour, but potentially extends also to actions, which, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic.
 - spoken or written words or abuse
 - offensive emails, tweets or comments on social networking sites
 - images and graffiti
 - physical gestures
 - facial expressions
 - jokes

You don't need to have previously objected to something for it to be unwanted.

- **Victimisation** occurs when a person is treated less favourably than they otherwise would have been because of something they have done ("*a protected act*") in connection with the Act. A protected act might involve, for example, making an allegation of discrimination or bringing a case under the Act, or supporting another person's complaint by giving evidence or information, but it includes anything that is done under or in connection with the Act. Even if what a person did or said was incorrect or misconceived, for example based on a misunderstanding of the situation or of what the law provides, they are protected against retaliation unless they were acting in bad faith. The reason for this is to ensure that people are not afraid to raise genuine concerns about discrimination because of fear of retaliation. Victimisation means punishing or threatening to punish someone. It is against the law to punish or threaten to punish someone because they have:
 - asserted their rights under equal opportunity law
 - made a complaint
 - helped someone else make a complaint
 - refused to do something because it would be discrimination, sexual harassment or victimisation.

It is also unlawful to:

- Instruct someone to discriminate on behalf of the school

- Discriminate against someone after the working relationship has ended
- Discriminate against staff who work part time or are on fixed term contracts

Other policies that support Equal opportunities (*some being developed*) are:

- Anti-bullying Policy
- Admissions Policy
- Accessibility Plan
- Charging & Remissions Policy
- Curriculum Policy
- Discipline Behaviour & Rewards Policy
- Equality Policy
- Managing Attendance at Work Procedure
- Parental leave, Dependants leave and Flexible working Policy
- Performance Management
- Grievance Policy
- Complaints Policy
- Whistle Blowing Policy
- Disciplinary Procedure
- Staff Recruitment and Selection Policy

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions
- We will not publish any information that can specifically identify any child.
- Prepare and publish equality objectives

This will include the following:

- Admissions
- Attendance – published for the school prospectus and governors
- Attainment
- Exclusions
- Prejudice related incidents

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit