Our Lady and St John's Catholic Primary School
Boston Park Road, Brentford, Middlesex, TW8 9JF
www.ourladyandstjohns.org.uk

Equality Policy

✓ Including "Equal Opportunities Statement of Values for a Catholic School (incorporating Race Equality Policy Statement)

Policy Start Date	Policy Review Date	Frequency
Spring 2024	**Spring 2026**	**Two years**

Mission Statement

'We live, learn and love with Jesus'
Our Lady & St. John's:

- Prides itself on teaching and delivering a curriculum through the knowledge and love of Jesus Christ;
- Provides a safe, friendly and nurturing learning environment;
- Is a school where every individual is welcome and respected;
- Encourages, celebrates and values individual talents and abilities;
- Is proud of its sensitive and active partnership between school, home and Parish, and the wider community.

We are therefore committed to promoting:

• the uniqueness of the individual
We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

• the search for excellence
We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community, which flows from diversity of age, gender, marital status, racial and social origins, abilities, culture, religion or belief. We are therefore committed to ensure that all are given every opportunity to develop their talents to the full.

• the education of the whole person
We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interaction, we aim to prepare young people for a life working with others in communities, which may be diverse socially, culturally and religiously. We recognise that it is important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others.

• the education of all
We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

- **moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world. Consequently, we will strive to ensure that:

- Any person applying for, or recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and that those who are appointed are required to support them;

- There will be no unlawful discrimination in the recruitment or retention of staff and reasonable adjustments will be made where necessary for disabled people;

- Children who are applying to, or are admitted to the School and their families, are fully aware of our aims and objectives and that those who have been admitted undertake to support them;

- There will be no unlawful discrimination against children applying to the school or to those who are subsequently admitted. Reasonable adjustments will be made where necessary for pupils with additional needs/ disabilities;

- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subjected in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Meeting Our Public Sector Equality Duty

Our Lady & St. John's Primary School has a strong Catholic ethos, which is truly inclusive and actively celebrates diversity. We believe that all members of our community are of equal worth and we want this to be the experience of everyone. We demonstrate our commitment to this by prioritising the well-being and progress of every child in our school and by striving to ensure that all members of our community are treated fairly in all situations. We believe that the Equality Act provides us with a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we tackle any issues of disadvantage and underachievement of different groups represented in the school as soon as we find any. We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

We acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in "inequality by default". We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

We do this by following 7 key principles:

- The school respects that all learners are unique, created in God's image and of equal value; whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, or faith background and whatever their sexual orientation. The school is committed to treat every person with equality of esteem and respect and dignity due to a child of God.
- The school recognises people of different identities and understands that diversity is a strength which should be valued, respected and celebrated by all those who learn, teach and visit the school. It takes account of differences and strives to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation.
- The school fosters positive Catholic attitudes and relationships. It actively promotes positive attitudes and mutual respect between groups and communities different from each other.
- The school fosters a shared sense of cohesion and belonging. It wants all members of the school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life. The school recognises that it is important to help pupils understand their own ethnic identity and cultural heritage as well as helping them to understand that of others, irrespective of whether the school serves or is located in an ethnically diverse community.
- The school observes good equalities practice for the staff. It ensures that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
- The school has the highest expectations of pupils. It expects that all pupils can make good progress and achieve to their highest potential. The school aims to prepare pupils to serve as witnesses to these moral and spiritual values in the wider world.
- The school works to raise standards for all pupils, but especially for the most vulnerable. It believes that improving the quality of education for the most vulnerable groups of pupils raises aspirations and standards across the whole school.

Our Equality Objectives are:

- To ensure that vulnerable groups of pupils achieve challenging targets and the gaps in attainment for these pupils are reduced. Pupils to make at least expected progress.
- To continue to raise awareness to pupils that there is a wider world of opportunities, nationalities and cultures; to accept responsibility for their behaviour, show

initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely.

Headteacher:		**Date:**	**Spring 2024**
Chair of Governing Body:		**Date:**	**Spring 2024**