



## SINGLE EQUALITY SCHEME

January 2016

### MISSION STATEMENT

At St John the Baptist Catholic Primary School:

- we encourage each other to live our lives based on Gospel values;
- we acknowledge and nurture the unique gifts in every individual;
- we have a positive vision of our Faith;
- we ensure that prayer, reflection and worship form an integral part of every day;
- we recognise each person as a vital part of God's creation;
- we lay the foundations for successful, lifelong learning;
- we are at the heart of our Parish, welcoming, supporting and working in partnership with families.

### Our Vision and Aims for Equality and Diversity

At St John's School, we acknowledge that the society within which we live is enriched by diversity. We strive to ensure that the culture and ethos of the school reflects the diversity of all members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

We will work towards eliminating all discrimination, on the grounds of race, gender, disability, age, religion and belief. We believe that all pupils, employees, stakeholders and members of our local and global community should be treated with dignity and respect at all times and we will not tolerate bullying, harassment or victimisation of any groups or individuals.

### Forward

The success of St John's Catholic Primary School's Single Equality Scheme will require ownership by Governors, senior leaders, all staff, pupils, parents, school partners and the wider school community. It has been created after consultation with all stakeholders and in collaboration with the Local Authority Equality & Diversity Team. St John's Single Equality Scheme (SES) serves essentially two purposes:

1. To set out a school's overall commitment to equality and diversity in one central document. The SES therefore contains: St John's approach to all seven Equality Strands: race, religion and belief, sexual orientation, disability, gender (including gender reassignment), and pregnancy and maternity.
2. To act as the 'umbrella' document for both our statutory and non-statutory equality schemes. The SES will help us to ensure that we are more focused on the outcomes that matter to the community and people who use our services; and that our services are more accessible and are delivered effectively.

The SES incorporates information, issues and potential areas for action in relation to sexual orientation, age and religion/belief, pregnancy and maternity and gender reassignment. While there is no legal requirement to develop 'schemes' in these areas, broadening the approach to all seven recognised equality strands illustrates our commitment to ensuring equality for all.

### Introduction

Through our SES, the work we have carried out over many years to address the specific needs of individuals and groups of children, young people, parents, staff and other users of St John's will be developed and enhanced. This scheme will be monitored and delivered through the Governors' role, plus the school development and self-evaluation processes. We

will ensure that every pupil, irrespective of their needs, is able to achieve high standards and that strategies are in place to tackle under-achievement. We will ensure that every pupil has access to the necessary support required to enable them to achieve their highest potential. We will ensure that our procedures for disciplining pupils and managing behaviour are fair, effective and equitable.

Our intention is to ensure that the adults working or volunteering at St John's include as much as possible, a balanced gender mix, appropriate representation of diverse ethnic groups and disabled people. We believe that this will provide good role models for pupils from all backgrounds. The aim is to ensure that we meet the needs of all people. Our vision is for every pupil to know they are unique and feel valued for who they are, so they can grow and flourish into confident, successful adults. We strive for every pupil to have no barriers to opportunity, achievement, success or enjoyment. We aim for all our families to feel valued and their diversity recognised and celebrated. We recognise that our wider community benefits from the work of the school, building on the values of community cohesion.

## School Profile

St John's Catholic Primary School is part of the Plymouth CAST Multi-Academy Trust. It is our mission to ensure that all our young people achieve their best and participate fully in the life of the school. 15% of children attending St John's come from ethnic minority communities.

The profile of our current pupils, staffing and Governors (September 2015) is represented in the table below:

	Total	Male	Female	Ethnicity		Disability	
<b>Pupils</b>	156	77	79	Any other mixed background	1	Multi-sensory impairment	1
				White and black Caribbean	1	Other difficulty/disability	2
				White and black African	2	Physical disability	1
				White Cornish	80		
				White Irish	3		
				Any other white background	21		
				Other white British	42		
				Asian	2		
				Indian	2		
				Not known	2		
				Religion / Belief		Groups	
				Catholic	48	Free School Meals	23
				Christian	73	FSM Ever 6	29
				No Religion	33	Service Children	1
				Methodist	0	SEND	39
				Anglican	0		
				Other	2		
<b>Teaching staff</b>	8	3	5				
<b>Support staff</b>	25	1	24				
<b>Governors</b>	9	3	6				

The context of St John's School reflects the make-up of the wider community to which we belong. St John's School is committed to:

- tackling discrimination of all kinds;
- positively promoting equality for all, including equality of opportunity;
- creating good relationships with all groups it serves.

## Roles and Responsibilities, Commitment and Accountability

The SES will mainstream equality issues by:

- integrating equality issues into all our key policies and performance management framework, curriculum and the general life of the school;
- ensuring that St John's short, medium and long term planning contributes toward this scheme;
- ensuring that arrangements are in place to monitor and report on our progress against our action plans as well as our progress on integrating equality issues e.g. annually reporting to the governing body;
- ensuring that we engage effectively with stakeholders and local communities in delivering and monitoring the scheme.

## **The Race Duty and Community Cohesion**

### **Race**

St John's recognises that Black, Asian and Minority Ethnic people experience discrimination on the basis of colour, race, nationality, religion and ethnic origin. This discrimination manifests itself in all areas of their lives such as housing, employment, education and access to services. Racial harassment and violence is one of the most serious consequences of racism, damaging people emotionally and physically and limiting life choices and opportunities.

St John's will take all necessary measures to prevent and tackle racial harassment and assist Black and Minority Ethnic people to live in freedom from harassment and to feel safe as they enjoy and achieve throughout their education.

St John's is committed to working for the equality of all ethnic groups and the Governing Body understands its accountability. Under the duty in the Equality Act 2010, to promote racial equality we will:

#### 1. Tackle unlawful discrimination by:

- keeping accurate records of all ethnic and faith groups, their backgrounds and needs and how we respond to them e.g using SIMs;
- dealing with complaints of discrimination and harassment speedily according to Local Authority Guidance, Guidelines for Challenging and Dealing with Racial Harassment in Schools and notify complainants of the outcomes and action taken;
- encouraging dialogue between different racial groups on the appropriateness of our service offer e.g. induction session for new parents and where necessary interpreters will be used and information translated;
- preventing racial discrimination and promoting equality of opportunity and good relations between members of different racial, cultural and religious groups.

#### 2. Support cohesion by:

- promoting activities that celebrate our common experience as well as those that recognise diversity generally and foster understanding and respect for the culture and faith of all our pupils and their families;
- encouraging pupils (and their families) of all ethnic groups to participate fully in all aspects of school life;
- using our support for the voluntary and community sector to promote good race relations;
- countering myths and misinformation that may undermine good community relations.

#### 3. Work in partnership with Black, Asian and Minority Ethnic individuals and groups to:

- promote the active participation of minority communities in shaping the future of our school;
- ensure St John's School staff (both permanent and temporary), learners and their families as well as our partners and the wider community fully understand the principles of good race relations;
- expand access across all communities and in all areas of school activity;
- access materials from the Equality & Diversity Team to support learning of other minority groups e.g. Black History month and Gypsy, Roma, Travellers.

### **Community Cohesion**

From September 2011 we understand our duty to Promote Community Cohesion as part of the response to the duties contained in the Race Relations (Amendment) Act 2000. Our school already considers this to be a fundamental part of our role.

We understand that Community Cohesion is the process that should happen in all communities to ensure that different groups and individual people get on well together. It should also allow for new residents and existing residents to adapt to one another.

At St John's, we create a sense of shared values by celebrating the cultural diversity of our school community. There are dedicated schemes of work in our topic based curriculum. We host guests and have key speakers in assemblies – many of these have SMSC themes and Community Cohesion at their heart. We have a dedicated anti bullying week with assemblies presented by our pupils. There are discrete online-safety sessions for our pupils and annual sessions for their parents/carers that look at cyber bullying. The school has a strong pupil voice. We work closely with external agencies to support individual pupils.

We develop an understanding in pupils that they all have a responsibility to their shared future through our curriculum, extra-curricular programme and Pastoral activities, including assemblies. St John's has engaged in the Fairtrade Award and Eco warriors.

Mutual respect, honesty, fairness and trust between different groups including pupils and teachers is embedded in the ethos of St. John's. We will evidence our effectiveness for Ofsted by demonstrating:

- a widely shared sense of the contribution of different communities to a shared vision;
- a strong sense of individual rights and responsibilities within the school community;
- that all children and parents feel they are being treated fairly and have the same opportunities;
- that pupils trust St John's to act fairly;
- we have strong and positive relationships between pupils and staff;
- that we monitor parental attendance at school meetings.

### **The Disability Equality Duties**

St John's commitment to disabled learners, their families and staff's equality has four objectives:

1. We will promote equality for disabled people by:

- removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings. This may mean making reasonable adaptations/adjustments to the physical environment and the curriculum resources;
- upholding the Social Model and our guiding principles in our role in procurement and in our partnership duties.

2. We will tackle discrimination against disabled people by:

- promoting positive images of disabled people;
- challenging, patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behavior against, or harassment of, disabled learners, staff and families.

3. We will support disabled learners to achieve their full potential by:

- providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- supporting the formation of groups, networks and services for disabled learners and disabled employees of St John's School and people who are disabled in the community;
- supporting disabled learners, staff and carers, according to their individual need.

4. We will work in partnership with disabled learners and their carers and staff by:

- enabling disabled learners, their families and disabled staff active participation;
- involving disabled learners, their families and disabled staff in the changes and improvements we make;
- consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

We welcome the requirements of the Disability Equality Duty and this section sets out our commitment to meeting the Duty. Our Scheme shows how we promote disability equality across all areas of St John's, to disabled pupils, staff, parents, carers and other school users.

When carrying out our functions, we will have due regard to the need to:

- promote equality of opportunity between disabled people and other people;
- eliminate discrimination that is unlawful under the Disability Discrimination Act (1995);
- eliminate disability related harassment;

- promote positive attitudes towards disabled people;
- encourage participation of disabled people in public life;
- take steps to meet disabled people's needs, even if this requires more favourable treatment;
- monitor staff and learners by disability.

We provide access to education for disabled pupils by:

- enabling disabled learners to participate in all areas of the curriculum i.e. having dedicated teaching assistant staff who can sign for the hearing impaired;
- increasing the inclusion of positive images of disabled people across the curriculum e.g. Equality & Diversity loan of resources, sports focus on the Paralympics;
- improving the environment of St. John's School to increase the extent to which disabled learners can take advantage of education and associated services;
- improving the delivery of information to disabled learners, to the standard of which is provided in writing for learners who are not disabled.

Please refer to St John's Catholic Primary School Accessibility Plan

### **Gender Equality Duties**

St John's School is committed to ensuring the rights and promoting the equality of women and men under the Equality Act 2010. St John's School:

- is committed to combating sex discrimination and sexism and promoting the equality of women and men;
- recognises that society has stereotypes for both men and women, and both women and men can lose opportunities because of these stereotypes;
- is aware that staff with caring and domestic responsibilities may need to work part-time or flexible working hours;
- adheres to the Local Authority Pay Policy ensuring pay and conditions apply to male and female members of staff;
- will work in partnership with other agencies to eliminate sexual harassment, domestic violence and other hate crimes.

We welcome the requirements of the Gender Equality Duty and this section sets out our commitment to meeting the duty. We will give due regard to the need to:

- eliminating unlawful discrimination and harassment on the grounds of sex, including domestic violence, sexual violence, bullying and exploitation;
- promoting equality of opportunity between women and men in all of our functions.

### **At St John's School:**

- we monitor pupil progress in relation to their gender and set targets accordingly;
- we address gender stereotyping through aspects of the curriculum eg. mixed sports teams and after school clubs;
- gender based disciplinary issues will be investigated and treated seriously. Anti-Bullying Cornwall support our work as does the School Nursing Service to ensuring there is good representation of each gender;
- all staff maternity/paternity rights are recognised and supported;
- we recognize gender dysphoria as a medical condition and as a school, we would support the needs of the young person e.g. request resources from the Equality & Diversity Team.

### **Religion and Belief**

St John's School recognises that people can face discrimination because of attitudes in society towards the faith communities to which they belong. Faith-based hate crime has been a new phenomenon in recent years, developing a character that is distinct from race hate crime.

We also recognise that a person's religious (or similar) beliefs may mean that they have different needs, demands and expectations, which require flexibility.

We are committed to eliminating discrimination and exclusion on the basis of religion or belief. Our school recognises the need to consider the actions outlined by the Equality Act 2010 which requires us to assess the impacts that our policies, functions and procedures have on promoting equality for people based on their religion, belief and non-belief.

Respect and understanding with regard to religion or belief is promoted at all levels at St John's and particularly within the Religious Education programme of study. This work is supported by:

- our worship programme which includes visiting speakers from the local community and Churches Together e.g. Hindu priest;
- celebrations of specific festivals and international events e.g National Holocaust Day;
- our topic based curriculum;
- raising awareness of local faith events;
- making provision for pupils to have space and dignity when practising their faith;
- flexibility to allow parents to request their children be withdrawn from RE lessons on moral/ religious grounds.

We will monitor the effectiveness of our policy regarding faith and belief discrimination through:

- discussion with the Subject Co-ordinator for RE and the Diocesan RE Advisor, regarding its priority on the curriculum and how it can best be supported;
- discussion with the School Council and curriculum surveys;
- analysing relevant behavioural incidents on a weekly basis at staff meetings.

### **Sexual Orientation**

At St John's School, we recognise our duty under the Equality Act 2010. We treat all persons with due dignity, humanity and respect without exception and in accordance with our Mission Statement as a Catholic Christian School.

We will deal with complaints of discrimination and harassment speedily and according to Local Authority & Diocesan Guidance and notify complainants of the outcome and actions taken.

At St John's School, homophobic bullying, language and stereotypes will be challenged.

### **Age**

Age is no longer a protected characteristic for schools, under the duties of the Equality Act 2010. However at St John's we feel it is important to recognize age equality and respect for all e.g choir singing in residential homes.

St John's School is committed to promoting equality of opportunity for younger and older people. We recognise that society has negative attitudes, stereotypes and myths about youth, ageing, younger and older people. These attitudes and beliefs can lead to both younger and older people being socially and economically disadvantaged, excluded and marginalised. We believe that all people have the right to equality of opportunity and that they make a significant and valuable contribution to the community at large.

Age equality means securing the equal participation in society of people of every age, securing a balance between equal citizenship, equality of opportunity, equality of outcome and respect for difference.

### **Anti-Bullying and Discriminatory Policy Framework**

All forms of bullying and discrimination are unacceptable and will not be tolerated. We have set out the measures that we will take to address bullying and discriminatory incidents in our Anti- Bullying Policy. We submit data regarding bullying and discriminatory incidents to the Local Authority.

Our objectives are to prevent harassment or bullying of any kind and create an ethos where acceptance, tolerance and respect for others are the hallmarks of all we do. We will draw particular attention to this through:

- our wider school policies;
- our assembly/ worship programme;
- the curriculum;
- internet safety;
- National Anti-Bullying Week.

Pupils are encouraged to speak to an adult or another pupil if there is an issue with bullying. This could be their buddy, teacher, teaching assistant or a member of the Leadership Team. With regard to issues of safeguarding, staff are encouraged to report this to the Designated Safeguarding Lead (Miss Teixeira or Mrs. Lobban).

Our anti-bullying policy is reviewed annually, in line with Cornwall and Isles of Scilly Local Safeguarding Children Board, Anti-Bullying and Discriminatory Policy Framework. The impact of our policy will be assessed through:

- termly analysis of behavioural incidents and exclusions analysis;
- school council feedback;
- pupil and parent surveys;
- communication with external partners such as Anti-Bullying Cornwall (A.B.C.)

St John's subscribes to the Anti-Bullying Cornwall Consortium's good practice in recording bullying and discriminatory incidents and reporting them in accordance with Local Authority guidelines.

### **Employment Practices**

St John's School observes the principles of equal opportunities in how we employ, develop and treat our staff. We will ensure:

- we observe and implement the principles of equal opportunities in employment by adhering to Diocesan guidelines;
- we are fully compliant with the requirements of Safer Recruitment legislation and that staff who manage the employment and recruitment processes have undertaken the required training;
- all teaching staff are subject to performance management and support staff an annual review meeting;
- The school will adopt the Local Authority Manual of Personnel Practice and will follow the advice of Local Authority, including Human Resources & Diocesan officers in all matters regarding employment matters.

### **Equality Impact Assessments**

We are reviewing key policies, functions and procedures relevant to meeting the duties set out under race, gender, disability and religion or belief legislation. In line with best practice we will continue to assess the impact of our key policies, functions and procedures on promoting equality.

The main system by which we will assess the impact of our current policies, functions or procedures will be through carrying out Equality Impact Assessments. This will also inform future planning and focus.

We follow Cornwall Council guidance in these matters. Staff and Governors who are responsible for carrying out these assessments will attend relevant training.

At St John's School, we will carry out equality impact assessments on the following policies:

- Admissions and Transfer
- School trips
- Uniform

### **Consultation and Information**

We will involve stakeholders in the preparation of this scheme in the following ways:

**Pupils** – The scheme will be discussed in classes where appropriate and pupil comments will be fed back to the Leadership Team. The LT will also meet with the School Council and discuss both the Scheme, plus wider issues they raise with regard to equality and discrimination. Pupils will also complete a questionnaire.

**Parents** – The Scheme will be put onto the website and parents will be notified of this. A parent questionnaire will also be completed.

**Staff** – The Scheme will be shared with all staff. Comments about it will be welcomed, either individually or through union representatives. Staff will complete a questionnaire.

**External Partners** – The school will discuss the Scheme, plus associated school policies, with Plymouth Diocesan officers.

### **Equality Scheme Objectives**

This section sets out the objectives we have identified in order to eliminate discrimination and harassment and promotion of equality.

We are pleased to note that incidents of harassment and bullying are very low at St John's School and this is to the credit of all members of the school community, as we each play our part in creating a distinctive school ethos. However, we will not use this to become complacent and will continue to ensure that at all times; bullying and discrimination are challenged and replaced with opportunity, relationship and community.

Objectives:

1. To ensure all learner groups identified within the Single Equality Scheme (SES), have the same access, provision and opportunity as all other learners and they are successful in all aspects of attainment and other outcomes.
2. To ensure in all aspects of its work, St John's School celebrates diversity and challenges discrimination and in doing so, has a positive impact on shaping the values of its community and contributes positively to all aspects of social cohesion.

These objectives feed directly into the school's Single Equality Scheme Action Plan which will form part of the SDP.

### **Roles and Responsibilities**

The Governing body accepts their responsibility to promote equality and eliminate discrimination and harassment, as outlined in the Scheme. They will ensure the school meets the requirements of the Equality Act 2010. They will do this through:

- close involvement in the formulation and adoption of the SES policy;
- attendance at relevant Diocesan or Local Authority briefings;
- involvement in setting school priorities and systems for monitoring;
- ensuring the impact of the Scheme is reported at Governor meetings.

### **Contracting and Procurement**

Responsibility for ensuring compliance regarding equality issues rests with the governing body of St John's School and will be managed as per the Local Authority Equality Scheme, which forms the basis of the school Scheme.

### **Action Plan**

The school has produced a Single Equality Scheme Action Plan. It sets out the key tasks the school will carry out to ensure the school is fully compliant with guidance and legislation. It will also develop current practice so that in all respects, our provision and effectiveness is outstanding. Lead responsibility for ensuring the Single Equality Scheme is implemented and has lasting impact, lies with the Headteacher. Key delegated responsibility will lie with the Assistant Head.

### **Reporting and Reviewing the Scheme**

In line with the requirements of the Scheme, we will produce an annual report on progress and review and revise St John's School's Equality Scheme every three years. This will be presented to the Governing Body in the summer term.

### **Publication**

St John's School's Equality Scheme will be published on the school's website.

### **Complaints**

If a member of the public feels that they have suffered harassment or been treated unfairly by the school because of their sex, colour, race, nationality, ethnic group, regional or national origin, age, marital status, disability, political or religious belief, sexual orientation or class, they should report this without fail through St John's School complaints procedure.

Complaints by staff will be dealt with under the Dignity at Work Policy or under the Staff Grievance procedure as appropriate.

We take all external and internal complaints seriously and will not tolerate any form of discriminatory behaviour. Complaints about staff will be investigated using the complaints procedures.

Monitoring complaints is also another way of gathering information to see whether we are meeting our equality duties. We will report annually on complaints made and action taken as part of monitoring the Single Equalities Scheme.