



# St Thomas More Catholic Primary School

## Equality of Opportunity for Learners Policy

St Thomas More Catholic Primary School is fully committed to ensuring that all learners have equal access to the provision within school, and that their own cultures and heritage are represented, so that their lives are enriched by the diversity of our community. We strive to ensure that everyone is equally valued and treats one another with respect, whatever their faith, ethnic origin, gender, sexuality, ability or disability, or any other reasons by which they may be part a minority group.

St Thomas More Catholic Primary School is committed to upholding all elements of the Equality Act October 2010.

The new General Duty replaces the three existing public sector equality duties for disability, race and gender. It covers all protected characteristics and has three main aims requiring public bodies to have due regard to the need for:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

St Thomas More Catholic Primary School is committed to:

- Dealing with and eliminating prejudiced based incidents
- Closing the gap in attainment for all children
- Engagement with local communities ☐ Policies and practices that promote equality and address inequalities.

St Thomas More Catholic Primary School ensures that:

- We do not discriminate against anyone, be they staff, pupil or parent/carer, on the grounds of ethnicity, religion, attainment, age, sexuality, disability, gender or background.

- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school, and equal chances to make good progress and to attain well, with any barriers to learning effectively removed.
- We promote mutual respect within our school community, by celebrating difference.
- We challenge prejudiced views whenever they occur.
- We value each pupil's worth, we celebrate the individuality and cultural diversity of the community centred on our school, and we show respect for all.

#### Progress, attainment and assessment

The school monitors the progress of all its pupils and also identifies ethnic groups and monitors their progress, ensuring good progress and attainment. The school identifies and eliminates barriers to progress and attainment, working alongside pupils and parents in so doing. Targets are set for improvement and further success. Assessment procedures are in place which tracks the progress and attainment of all groups of pupils throughout the school.

#### Behaviour, discipline and exclusions

The school promotes good behaviour and monitors incidents where poor behaviour has been noted. These incidents are monitored by pupil group, ethnicity, frequency of incidents, type of behaviours and sanctions applied, to ensure practice matches policy and that there is no discrimination taking place. Exclusions are reported to Committee Representatives via the Principal's report. Analysis of other incidents is undertaken by the Principal.

#### The curriculum, teaching and learning

The school delivers a broad and balanced curriculum. The school ensures all aspects of teaching and learning guarantee accessibility to the curriculum for all pupils. The school also promotes and plans for learning opportunities that are relevant to, and draw on, the diversity of our school community, for example by recognising and celebrating the different faiths, cultures and experiences of our community; by ensuring that the PSHE&C curriculum specifically includes the challenging of stereotypes; and differentiating planning to ensure that no child is excluded from the curriculum on offer.

#### Admissions and attendance

We welcome all pupils to the school and fairly admit any pupil according to the procedures published on our website. We monitor attendance and take steps to ensure that attendance is high for all families, by providing effective support and challenge.

#### Partnership with parents and communities

We are committed to working with parents, the wider community and our parish. We identify possible barriers to participation in school life and build upon these to address areas of weakness. We aim to facilitate the involvement of all groups of parents in their child's learning and offer supportive systems to overcome preventative obstacles.

### Breaches to the policy

If there is a breach to the policy, the Principal will meet with the adults or children concerned and establish what the breach was and how it occurred. This will be recorded and signed by all parties and kept on record. Where appropriate, the Principal will ensure that the school's behaviour and/or staff disciplinary procedures are followed. If a visitor or parent to the site breaches the policy, the matter will be addressed by the Principal, who may apply his or her right to restrict access to the school site.

### Racism

St Thomas More Catholic Primary School will not tolerate discrimination of any kind. The definition of institutional racism is "the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour and ethnic origin. It can be seen or detected in unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people." A racist incident is "any incident which is perceived to be racist by the victim or any other person." Racial incidents are taken seriously and are recorded in school. The Principal reports termly in her report to the Committee Representatives on the number and nature of racist incidents that have taken place in the school.

### Monitoring and Evaluation

This policy is reviewed bi-annually by the Committee Representatives. At the time of review, an analysis will be provided which details the impact of this policy on the school community, including any breaches to the policy.