

St Pius X Catholic Primary School



EQUALITY POLICY

MISSION STATEMENT

Together in God's loving family,
we believe, we learn, we grow.

This revision completed during:	December 2025
Date of next revision:	December 2026

St. Pius X Catholic Primary School

Equality Policy

The staff, pupils and Governing Body of St Pius X Catholic Primary School are committed to the principle of equality of opportunity and its availability to all members of the school Community. This means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils whilst celebrating and valuing the achievements and strengths of all members of the school Community, namely, pupils, staff, Governing Body, parents/carers, extra-curricular providers, multi-agency staff linked to the school, visitors to the school and students on placement.

We believe that equality should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. Equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential, irrespective of their gender, ethnicity, disability, religion/belief, age or any other recognised area of discrimination.

As a school, we pride ourselves on our inclusive ethos and community involvement. We engage in activities at local, Parish, Diocesan and international levels to raise pupils' awareness of a diverse and ever-changing world, by for example, fundraising for charitable causes.

Ethos

St Pius X Catholic Primary School welcomes everyone and demonstrates mutual respect between all members of the school community. Any type of discriminatory and/or bullying behaviour, verbal or physical and unwelcome or offensive remarks or suggestions, will be challenged. All pupils are encouraged to greet visitors to the school with friendliness and respect. The displays around the school are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored. Provision is made to cater for the spiritual needs of all the children through planning of assemblies, classroom based and externally based activities.

Monitoring and Review

St Pius X Catholic Primary is an inclusive school, working towards greater equality in the whole school community. We use the curriculum and teaching to enhance the self-esteem of all those it serves and to provide a learning environment in which each individual is encouraged to fulfil her/his potential. We collect and analyse a range of equality information for our pupils, make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The Governing Body receives regular updates on pupil performance information which is compared to national data and local authority data, to ensure that pupils are making appropriate progress when compared to all schools in similar circumstances and size.

As well as monitoring pupil performance information, we also regularly monitor a range of other information relating to attendance, exclusions and truancy, racism, disability, sexism, homophobia, all forms of bullying, parental involvement and participation in extended

learning opportunities such as school trips. Our monitoring activities enable us to identify any differences in pupil performance and provide specific support as required, including pastoral support. This allows us to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

The Working Environment

St Pius X Catholic Primary is also committed to providing a working environment free from discrimination, bullying, harassment and victimisation. We aim to recruit an appropriately qualified workforce and establish a Governing Body that respects and responds to the diverse needs of our community. Due regard is given to the promotion of equality in the School Improvement Plan and Action Plan which is monitored and evaluated by the Headteacher. This involves the Headteacher leading discussions, organising training, updating staff in staff meetings and supporting all general discussions. All matters relating to equality are evaluated by staff and Governors in order to moderate the impact and success of our Equality Policy.

Learning and Teaching

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Give equality of access for all pupils and prepare them for life in a diverse society. Use materials that reflect a range of cultural backgrounds, without stereotyping.
- Promote attitudes and values that will challenge discriminatory behaviour and give a positive image of disability and disabled people.
- Provide opportunities for pupils to appreciate their own culture and religions and celebrate the diversity of other cultures.
- Use a range of sensitive teaching strategies when teaching about different cultural and religious traditions.
- Develop pupils' advocacy skills so that they can detect bias, challenge discrimination, leading to justice and equality.
- Ensure that the whole curriculum covers issues of equality and diversity.
- All subject leaders, where appropriate, promote and celebrate the contribution of different cultures to the subject matter.
- Seek to involve all parents/carers in supporting their child's education.
- Provide educational visits and extended learning opportunities that involve all pupil groups.
- Take account of the performance of all pupils when planning for future learning and the setting of challenging targets.
- Make best use of all available resources to support the learning of all groups of pupils.
- Identify resources and training that support staff development.

The Learning Environment

There is a consistently high expectation of all pupils regardless of their gender, ethnicity, disability, religion or belief, age or any other recognised area of discrimination. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

- Teacher enthusiasm is a vital factor in achieving a high level of motivation and good results from all pupils.
- Adults in the school will provide good, positive role models in their approach to all issues relating to equality of opportunity.

- The school places a very high priority on the provision for special educational needs and disability.
- We will meet all pupils' learning needs including the more able by carefully assessed and administered programmes of work.
- The school provides an environment in which all pupils have equal access to all facilities and resources.
- All pupils are encouraged to be actively involved in their own learning.
- A range of teaching methods are used throughout the school to ensure that effective learning takes place at all stages for all pupils.
- Consideration is given to the physical learning environment – both internal and external, including displays and signage.

Curriculum

At St Pius X Catholic Primary, we aim to ensure that:

- Planning reflects our commitment to equality in all subject areas and cross curricular themes promoting positive attitudes to equality and diversity.
- Pupils will have opportunities to explore concepts and issues relating to identity and equality.
- Steps are taken to ensure that all pupils have access to the mainstream curriculum by taking into account their cultural, backgrounds, linguistic needs and learning styles.
- All pupils have access to qualifications which recognise attainment and achievement and promote progression.

Resources and Materials

A high priority for the school is the provision of good quality resources and materials.

These resources:

- Reflect the reality of an ethnically, culturally and diverse society.
- Reflect a variety of viewpoints.
- Include non-stereotypical images of all groups in a global context.
- Are accessible to all members of the school community.

Language

We recognise that it is important that all members of the school community use appropriate language which:

- Does not transmit or confirm stereotypes.
- Does not offend
- Creates and enhances positive images of particular groups identified at the beginning of this document.
- Creates the conditions for all people to develop their self-esteem.
- Uses accurate language in referring to particular groups or individuals and challenges in instances where this is not the case.

Provision for Bilingual Pupils

St Pius X Catholic Primary School undertakes to make appropriate provision for all EAL/bilingual pupils to ensure access to the whole curriculum.

Personal Development and Pastoral Guidance

- All staff take into account gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination and the experience and needs of particular groups.

- All pupils/staff/parents/carers are given support, as appropriate, when they experience discrimination.
- We recognise that perpetrators may also be victims and require support.
- Positive role models are used throughout the school to ensure that different groups of pupils can see themselves reflected in the school community.
- Emphasis is placed on the value that diversity brings to the school community rather than the challenges.

Staffing and Staff Development

We recognise the need for positive role models and distribution of responsibility among staff:

- Where possible, this must include pupils' balance of male and female staff at all Key Stages.
- We encourage the career development and aspirations of all school staff.
- It is our policy to provide staff with training and development, which will increase awareness of the needs of different groups of pupils.
- Access to opportunities for professional development is monitored on equality grounds.

Staff Recruitment

- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process.
- Equalities policies and practice are covered in all staff inductions.
- All temporary staff are made aware of policies and practice.
- Employment policy and procedures are reviewed regularly to check conformity and impact.

Partnerships with Parents/Carers/Families, the Parish and the Wider Community

We will work with parents/carers to help all pupils to achieve their potential.

- All parents/carers and grandparents are encouraged to participate in the full life of the school.
- Members of the Parish and local community are encouraged to join in school activities.

Roles and Responsibilities

- Our Governing Body will ensure that the school complies with statutory requirements in respect of this policy and action plan.
- The Headteacher is responsible for the day-to-day implementation of this policy and will ensure that all staff members aware of their responsibilities that they are given necessary training and support and report progress to the Governing Body.
- Our staff will promote an inclusive and collaborative ethos in the school, challenge inappropriate language and behaviour, respond appropriately to incidents of discrimination and harassment, ensure appropriate support for children with additional needs and maintain a good level of awareness of equalities issues.

- All members of the school community have a responsibility to treat each other with respect, to feel valued, and to speak out if they witness or are subject to any inappropriate language or behaviour.
- We will take steps to ensure all visitors to the school adhere to our commitment to equality.

Commissioning and Procurement

St Pius X Catholic Primary ensures as far as possible that we buy services from organisations that comply with equality legislation.

The Measurement of Impact of the Policy

This policy will be evaluated and monitored for its impact on pupils, staff, and parents/carers from the different groups that make up our school.

Annual Review of Progress

We analyse data covering ethnicity, disability and gender and report annually on our progress to improve access for disabled pupils, including access to the curriculum, physical access and access to information. Our approach to equality meets the requirements of legislation and formulates the basis of the action plan.