



Introduction

We share a common humanity. Every human person, created and loved by God, is a member of one human family. Each of us, created in his image and likeness, is of equal worth in His sight, and each has an intrinsic dignity which can never be taken away. This belief, and the respect due to each person that flows from this belief, should especially be reflected and lived out in the practice of our school.



Christ the King

Catholic Primary School

"Everyone is an insider, there are no outsiders – whatever their beliefs, whatever their colour, gender or sexuality" – Archbishop Desmond Tutu

We



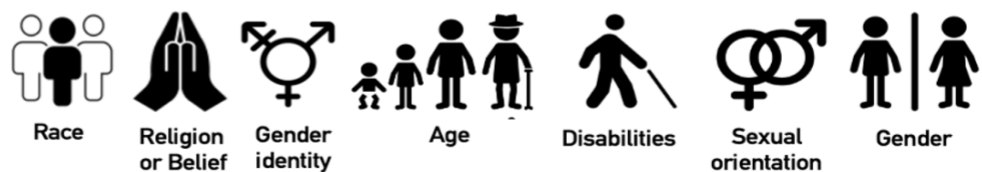
We follow
Our rules



We value



We
respect
each
others'



Aims

Christ the King is a Catholic Primary School, we abide by Church teaching we welcome and accept all. Alongside its Mission Statement and Whole School Aims we aim to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools and takes in to regard the Catholic Education Service document: Equality Act 2010 – Guidance Note For Catholic Schools.

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

Eliminating discrimination

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes. New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach
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RSHE

Following our RSHE policy, the position on teaching of relationships is clear. We teach the Sacrament of Marriage (Come and See Year 5) which is our right as a Catholic Voluntary Aided School. However, we acknowledge that every human being is a gift from God and we value and respect that every person is made in his image. Every person is given their own dignity and we abide by the Equality Act that states everyone is welcome in our school. Therefore at Primary level we do not 'teach' about same sex relationships directly, but accept and welcome any families regardless of sexual orientation or marital status into our community.

Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Monitoring arrangements

The Governing Body of Christ the King will update the equality information we publish, at least every year.
This document will be reviewed by the Governing Body at least every 4 years.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment

Equality Objectives

Objective	Action(s)	Leadership	Reporting
To deepen cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community and city.	Engage with the Anti Racism training programme Liverpool / Leeds Beckett University. Become a School of Sanctuary Continue to find ways of diversifying the curriculum in all areas to ensure the positive representation of all protected characteristics across so that our pupils see and can be seen – (Books to be both windows and mirrors) Opportunities to enhance Religious Education Other Faiths Teaching through visits and visitors, establishing links with King David School (Jewish Faith School). Create overview of cultural celebrations for the academic year.	David Delaney Lorna Douglas Jane Selby Liam Fay	Education Committee Full Governors
To ensure that our school environment is as accessible as possible to all children, staff, parents and visitors.	Undertake Safeguarding Learning walks Health and Safety Reviews Fire Safety Review. Review Signage around school to ensure it is consistent and accessible to all Adapting classrooms to meet the needs of individual pupils and staff.	Peter Heery Mike Smith	PFS Full Governors
To monitor and promote the attendance of all groups, including the involvement of students in the extra-curricular life of the school.	Daily and weekly attendance monitoring, whole school overview, PA/SA reviews and EWO involvement. Parental Support for Attendance through Attendance officer and EWO Weekly SEND attendance monitoring meetings with SENCO Monitoring of vulnerable groups Monitoring of involvement and attendance at Extra Curricular provision – priority and opportunities given as necessary.	David Delaney Peter Heery Connor Brady Annette Pyper	Full Governors
To promote and understanding of the rights of every individual through learning about	Rights Respecting Group to continue to meet to put in to place plan and actions	Sarah Meadows	Education Committee

Equality Objectives

<p>the United Nations Convention for the Rights of the Child</p>	<p>Promoting the work of the Rights Respecting Group throughout school – linked to School Council Achieve the Rights Respecting Schools Gold Award. To provide role-models for all students, ensuring diversity in the staff body, visiting speakers and in leadership roles</p>		<p>Full Governors Rights Respecting Group</p>
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