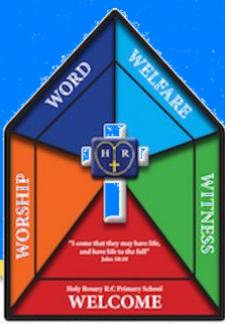


Equality Policy



OVERVIEW

This Policy is set within the context of the School Mission Statement:

“ I come that they may have life and have life to the full”

John 10:10

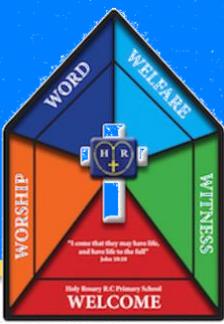
The Single Equality Act which came into place Oct 1st 2010 brought together the duties that are already set out set out in our Race, Disability and Gender policies into one single Equality Duty. This policy is written to bring together and harmonise those three policies. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all seven of the equality strands: age, disability, gender, gender-identity, race, religion or belief and sexual orientation. In this school we will ensure that at every level, in all our work and throughout all aspects of the school community and its life, all will be treated equally.

This policy is a statement of the aims, principles and strategies for implementing Writing throughout the whole of Holy Rosary School. Through this we will nurture children’s spiritual, moral and social development within our Catholic ethos. The policy will be reviewed in line with the priorities set in the school development plan.

OBJECTIVES

1. To ensure that all children have equal access to a rich, broad, balanced and relevant curriculum.
2. To advance equality of opportunity by ensuring that teaching, learning and curriculum at Holy Rosary promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. To eliminate any discrimination, harassment and victimization.
4. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their age, disability, gender, gender-identity, sexual orientation, colour, race, ethnic or national origin, disability or religious beliefs.
5. To recognize, celebrate diversity within Holy Rosary community whilst promoting community cohesion.
6. To ensure that those with management responsibility and individual members of staff, accept responsibility for planning teaching, learning and curriculum apply this policy to all we do.
7. To ensure that children and parents are fully involved in the provision made by Holy Rosary School and to increase transparency.

Equality Policy



8. To ensure that within the school budget, adequate funding is provided to underpin this policy and that intervention, positive action and preventative action is funded where needed.

STRATEGIES

1. Monitoring, evaluation and review carried out by the Senior Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
2. Parents and governors will be involved and consulted about the provision being offered by the school.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and they will see that the equity duty underpins all their work.
4. The diversity within Holy Rosary school and the wider community will be viewed positively by all and this diversity will be recognized as a positive, rich resource for teaching, learning and the curriculum.
5. INSET opportunities will be provided for staff, to raise awareness of their Equality Duty and provide them with the knowledge, skills and understanding they need to meet the requirements of this policy.
6. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all children will be celebrated and recognized.

OUTCOMES

This policy will play an important part in the educational development of all children. It will ensure that all children at Holy Rosary are treated equally and as favourably as others. The school will make all the reasonable adjustments necessary to promote equal opportunity and equal treatment of all members of the school community. We are committed to meeting the individual needs of each child. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Data Protection Statement

The procedures and practice created by this policy have been reviewed in the light of our Data Protection Policy.

All data will be handled in accordance with the school's Data Protection Policy.

Equality Policy



Data Audit For This Policy					
What?	Probable Content	Why?	Who?	Where?	When?
Details and records Staff Children Parents Visitors Governors	Name D.O.B. Details SEN Gender Race Language Medical	Records for data access on entry to school	All	Recorded SIMS And parent App Staff files in locked cabinet/cupboard (begin of transfer to SIMS) Entry sign Data	Varying lengths of time dependent on safeguarding factors. (see IMRS toolkit guidelines).

As such, our assessment is that this policy:

Has Few / No Data Compliance Requirements	Has A Moderate Level of Data Compliance Requirements	Has a High Level of Data Compliance Requirements
✓		

Revised and adopted by the Governing Body on:

Signed: *P.Devine (Chair)*

Date to be reviewed: November 2021