

## St Leo's and Southmead Catholic Primary School



### Equality and Diversity Policy

#### Our Mission Statement

*In our school, we want to celebrate God's gift of life together, by inspiring, enhancing and developing tomorrow's talent, today! We respect all; aiming to achieve and live our values. A place to allow humanity to flourish!*

#### Spiritual, Moral, Social and Cultural Development

At St Leo's and Southmead Catholic Primary School we recognise that the personal development of pupils, spiritually, morally, socially and culturally, plays a significant part in their ability to learn and achieve. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of personal behaviour, a positive, caring attitude towards other people, an understanding of their social and cultural traditions and an appreciation of the diversity and richness of the cultures.

St. Leo's and Southmead Catholic Primary School values the abilities of all pupils and is committed to provide them with the best possible learning environment.

#### Promoting British Values at St Leo's and Southmead Catholic Primary School Serving the Community

At St Leo's and Southmead Primary School we aim to help, guide and prepare our children as future citizens. As our Mission Statement says, our school is "A place to allow humanity to flourish!" This statement permeates everything that we do in school and captures what British Values are about:-

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect
- Tolerance of those of different faiths and beliefs.

We grasp every opportunity throughout the school day to teach, model and show by examples all of the above. We have provided further information on our school website. We are proud of our school and are proud of the British Values that we live and learn about.

## **SAFEGUARDING STATEMENT**

Safeguarding and promoting the welfare of children is defined for the purpose of this guidance as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes.

### **Prevent**

### **Overview**

It is the policy of this school to promote equality and diversity in all areas of our life and work. We will not tolerate discrimination on unlawful or unfair grounds. Everyone within our school will be treated equally and given equal access to the curriculum and life of the school. All will have equal opportunity to benefit from all the opportunities that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning.

### **Objectives**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their gender, colour, race, age, ethnic or national origin, disability or religious beliefs.
4. To recognize and celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organization and delivery of appropriate educational material to ensure that our policy for equality and diversity is woven into all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school.
7. To ensure that the budget underpins the aims of this policy when it is being planned/allocated. Staff will take responsibility for their own subject allocations.

## **Strategies**

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy. Reviewing our Mission Statement will support this process.
2. Parents will be involved and consulted about the provision being offered via annual questionnaires.
3. Teachers will ensure that their planning, teaching and learning takes account of this policy and ensures that equality underpins all their work.
4. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a rich resource for teaching, learning and the curriculum.
5. All INSET opportunities will be shared with staff.
6. Active contributions will be sought from parents and others to enrich teaching, learning and the curriculum.
7. The positive achievements of all pupils will be celebrated and recognized.

## **Outcomes**

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated as favourably as others and that the school will make all the reasonable adjustments necessary to promote equality and community cohesion. Learners from all backgrounds will be treated as equal and valued members of the school community.

**Signed (Chair of Governors): Pauline Kelly**

**Headteacher: J Grundy**

**Date: October 2016**