

## **EQUAL OPPORTUNITY POLICY**

**Reviewed:** September 2025

**Next review:** September 2026

### **1) Mission Statement**

At St Joseph's Catholic Primary School, we are guided by the Gospel values of love, respect, and dignity for all. We believe every child and adult is made in the image of God and deserves to be treated with fairness, compassion, and equality. We are committed to fostering an inclusive environment where all members of our school community can flourish.

### **2) Legal Framework**

This policy is underpinned by the Equality Act 2010 and reflects our duty to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between all people.

We recognise and uphold the nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **3) Aims and Objectives**

We aim to:

- Promote equality of opportunity for all pupils, staff, parents, and visitors.
- Provide a curriculum that is inclusive, diverse, and reflective of our community.
- Ensure that no individual is disadvantaged or treated less favourably due to a protected characteristic.
- Celebrate the richness of diversity within our school and wider society.
- Embed equality, diversity, and inclusion into all aspects of school life.

### **4) Roles and Responsibilities**

- Governing Body: Ensures the policy is implemented and reviewed annually.
- Headteacher and Senior Leadership Team: Lead on policy implementation and monitor its effectiveness.
- All Staff: Are responsible for promoting equality and challenging discrimination in their daily practice.
- Pupils: Are encouraged to treat others with respect and kindness, recognising and valuing differences.

## **5) Implementation Strategies**

- Ensure all policies and practices reflect our commitment to equality.
- Provide staff training on equality, diversity, and inclusion.
- Monitor pupil progress and attainment to identify and address any disparities.
- Ensure accessibility for pupils and staff with disabilities.
- Engage with parents and carers to support inclusive practices.
- Celebrate cultural, religious, and community events that reflect our diverse school population.

## **6) Monitoring and Evaluation**

- The Leadership Team will monitor the impact of this policy through data analysis, pupil voice, staff feedback, and parental engagement.
- Equality objectives will be reviewed annually and published on the school website.
- Incidents of discrimination or inequality will be recorded, investigated, and addressed promptly.

## **7) Faith and Inclusion**

As a Catholic school, we are committed to upholding the dignity of every person. Our faith calls us to love our neighbour and to stand against injustice. We welcome pupils and families of all faiths and none, and we strive to ensure that our Catholic ethos enhances, rather than limits, our commitment to equality and inclusion.

## **8) Review and Approval**

This policy will be reviewed annually by the Governing Body and updated as necessary to reflect changes in legislation or school practice.

Approved by the Governing Body: \_\_\_\_\_

Date: \_\_\_\_\_

Next Review Date: September 2026