

Saint Peter’s Catholic Primary School

'Christ in the centre, excellence at the heart'

# Mission Statement

To provide a **C**atholic Education, embracing world faiths,

Nurturing **H**appy and motivated children

Who want to **R**each to achieve high expectations

 **I**n partnership with parents

 **S**upported by a committed staff and Governing Body

Who help children **T**o feel self-worth and know success

EQUAL OPPS / RACE EQUALITY & CULTURAL DIVERSITY POLICY

Approving Committee: LGB

Approved /Adopted Date: 21/01/21 Meeting Minutes of: 21/01/21

Signed: J Connolly (Chair of approving/adopting committee)

Next Review Date: Spring 2026

ST PETER’S CATHOLIC PRIMARY SCHOOL, HINCKLEY

EQUAL OPPORTUNITIES, RACE EQUALITY & CULTURAL DIVERSITY POLICY

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Legal duties

The school welcomes its duties under the Race Relations (Amendment) Act 2000 and the Equality Act 2010. We are committed to:

* promoting equality of opportunity;
* promoting good relations between members of different racial, cultural and religious groups and communities;
* eliminating unlawful discrimination with issues of gender, marital status, race, nationality, colour, age and disability.

Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

* Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
* Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change. Our Christian ethos encourages everyone to find and use the gifts that God has given us, treating everyone with equal respect, whatever their faith, origin or ability. By doing this, we aim to further safeguard all our pupils.
* Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain’s multi-ethnic society, and in the wider context of an interdependent world.

Full range of school policies and practice

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

* pupils’ progress, attainment and assessment
* behaviour, discipline and exclusions
* pupils’ personal development and pastoral care
* teaching and learning
* admissions and attendance
* the content of the curriculum
* staff recruitment and professional development
* partnerships with parents and communities

Addressing racism and xenophobia

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

Responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

There are procedures to record, monitor and act on any evidence of discrimination so as to eliminate it from the school environment. The school has a duty to report the number of incidents to the Local Authority.

Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents and comply with all reasonable requests relating to religious observance and practice.

Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

This policy will be subject to review by staff with management responsibilities and the governing body.