St Monica’s Catholic Primary School
Equality Objectives Statement

Opening statement
We welcome our duties under the Equality Act 2010. The school’s general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

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

We aim to promote pupils’ spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination
We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Living to the values of our school mission statement which is “Success for all within a Christ centred community.” We aim to model this in our daily relationships and interactions at every level.
- Always treating all members of the school community fairly and with respect.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

**Dealing with prejudice**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is reported, through our thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

St Monica's pupils are taught to be:

- Children who live to the core values of our Catholic and Christian faith, as exemplified through our mission statement.
- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

St Monica’s school employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

St Monica’s school employee’s will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

**Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.
We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Closing statement

At St Monica’s, we passionately advocate that prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The following polices are on our website and they further outline the school’s position regarding equality.

- Accessibility policy
- Behaviour and discipline policy
- Community cohesion policy
- Curriculum policy
- Equality and diversity policy
- Gender policy
- Inclusion policy
- Special Educational Needs and Disability policy.

We are very proud of our commitment to treating all at St Monica’s with dignity, humanity, tolerance and respect, in lines with our mission statement to give “success for all within a Christ centred community.” Each day we dedicate ourselves to this mission, and it is one we commit to anyone and everyone in our school community.