



St Mary's RC Primary School

Equality Statement – Information and Objectives

Rationale

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

Objectives

At St Mary's Roman Catholic Primary School:

- We try to ensure that everyone is treated fairly and respectfully.
- We want to make sure that our school is a safe and secure place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them the same.
- We aim to make sure that no-one experiences less favourable treatment or discrimination because of:
 - their age;
 - a disability;
 - their ethnicity, colour or national origin;
 - their gender or their gender identity (they have reassigned or plan to reassign their gender);
 - their marital or civil partnership status;
 - their being pregnant or having recently had a baby;
 - their religion or belief;
 - their sexual identity and orientation.

We recognise that some children need extra support to help them to achieve and be successful. We try to make sure that people from different groups are consulted and are involved in our decisions, especially children, parents and those of us who can be treated less favourably.

We welcome our duties:

- To promote community cohesion (under the Education and Inspections Act 2006).
- To eliminate discrimination, advance equality of opportunity and foster good relations (under the Equality Act 2010).

We also welcome the emphasis of Ofsted inspections on the importance of accelerating the progress of children from groups who are underachieving.

As part of this we will:

- Outline how we have due regard for equality and how we promote community cohesion.
- Publish equality objectives to show how we plan to tackle particular inequalities and improve what we do.

Exceptions

- The Equality Act 2010 allows schools to differentiate on the basis of age so that schools can continue to organise children in age groups and treat them age appropriately etc.
- The Act allows Catholic and other religious schools an exception allowing them to give priority on the basis of faith criteria at times when schools are oversubscribed in accordance with admissions law and the provisions of the School Admissions Code.
- The Act provides that for schools with a religious character it will not be unlawful discrimination to do certain things permitted by the School Standards and Framework Act 1998 (“the SSFA”). This means that for Catholic schools preference may be given in connection with the appointment, remuneration or promotion of teachers, to those whose religious beliefs or religious practice is in accordance with the tenets of the school’s religion or religious denomination or who give or are willing to give religious education in accordance with the tenets of the faith. Conduct that is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher’s employment should be terminated.
- The Act allows Catholic schools to be able to mark or celebrate events specific to the Catholic Church and ethos. Parents or carers will not be able to claim that their children have been discriminated against simply because an equivalent celebration of events of significance to their particular religion is not arranged.