



# ST JOHN HENRY NEWMAN CATHOLIC SCHOOL

## EQUALITY STATEMENT

Approved by	
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Position:	Chair of Governors
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## St John Henry Newman Catholic School Equality Statement

**“Do we not all have one Father? Did not one God create us?” Malachi 2:10**

**“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this: ‘Love your neighbour as yourself.’ There is no commandment greater than these.”  
Mark 12: 30-31**

This Equality Statement stands alongside our Equality Policy, published on our website.

As a Catholic school, we firmly believe in the equality and inherent human dignity and worth of every person, regardless of race, ethnicity, nationality, gender, disability, religion or cultural or socio-economic background. One God created us all and we are called to love our neighbour. St John Henry Newman Catholic School is committed to providing a safe, inclusive, and welcoming environment for all members of our community. We are committed to ensuring equality of education and opportunity for all pupils, parents and carers receiving services from our school. Discrimination and prejudice have no place in our school community. This links with our Governors’ Vision Statement (published on the website) which states that we strive to be a school which is marked by equal respect for each member of the school community which is safe, inclusive and nurturing of all which generates pupils who have respect for their own dignity and the dignity of others.

### Aims

- To eliminate discrimination, harassment or victimisation of any kind;
- To promote equality of opportunity;
- To promote positive attitude to all aspects of social identity and diversity;
- To educate our pupils to be caring, respectful human being who appreciate and celebrate diversity and equality;
- To enable full participation in school life for all members of our community;
- To foster an environment where every pupil, parent, carer and staff member feels valued and respected.

### Policy Statement

#### 1. Zero tolerance

St John Henry Newman Catholic School has zero tolerance for any form of discrimination, including racism, sexism, or discrimination on the grounds of disability or any other protected characteristic under the 2010 Equality Act. This applies to discrimination towards our pupils but also towards our staff and any other member of the school community. It includes but is not limited to discriminatory language, behaviours, attitudes and actions. The Behaviour Policy reflects this and all staff involved will have training on how to address incidents.

All members of our school community, including pupils, staff, parents/guardians, volunteers and visitors are expected to uphold this zero-tolerance policy and actively work towards creating an inclusive environment where all our pupils can flourish.

#### 2. Reporting and Response

Any incidents or concerns must be reported to a member of staff who will pass concerns on to the relevant member of the Pastoral Team and will make a log on SIMS. The Senior Assistant Headteacher (also Designated Safeguarding Lead) and Assistant Headteacher (Pastoral) will monitor these logs and ensure they are correctly addressed. All reports will be taken seriously, investigated promptly, and addressed in

accordance with the school's disciplinary procedures and relevant policies. Sanctions and education will be used as appropriate as we recognise that hate incidents or prejudice-based incidents are often driven by negative assumptions, stereotypes or misinformation which we have a responsibility to educate our pupils against.

An email address has been set up for pupils to report concerns if they do not feel comfortable approaching a member of staff face-to-face.

Support will be offered to individuals who experience or witness discrimination including access to pastoral care, counselling services and other resources including external agencies as needed.

### 3. Education

We are committed to providing ongoing education and training to raise awareness about different forms of discrimination and how to combat it effectively. This includes, but is not limited to, seeking to become an actively Anti-Racist school. Educating our staff; all of our staff; will be as important as educating our pupils.

We believe that our curriculum should be both a "mirror and a window" to allow all of our pupils and families to see themselves reflected in our curriculum but also provide a window to other cultures and experiences in order to foster understanding. Curriculum content will be regularly reviewed to promote diversity, multiculturalism and understanding of different backgrounds. We will take steps to diversify and decolonise our curriculum, using a range of resources to support our journey, and to ensure that our delivery matches our intent. Opportunities for dialogue, reflection and learning will be integrated into all types of our school's work including lessons, assemblies, SALAD days and form time activities.

We aim to develop and continuously monitor a curriculum which is inclusive of:

- boys and girls
- pupils learning English as an additional language
- pupils from minority ethnic groups, including Gypsies and Travellers
- pupils who are gifted and talented
- pupils who are pregnant or who have recently given birth
- pupils who are undergoing gender reassignment
- pupils with special educational needs
- pupils with a disability
- pupils who are looked after by the Local Authority
- pupils who are at a risk of disaffection and exclusion
- lesbian, gay or questioning young people
- pupils who are the subject of child protection plans

Staff, pupil and parent consultation groups will be set up to take on board the ideas of all of our stakeholders and fully engage with the community. Advice will be sought from experts where necessary.

We will carefully consider our use of vocabulary alongside our practices to ensure that appropriate terminology is used, including gender-inclusive language and anti-racist terminology. We will strive to provide material that gives positive images based on race, gender and disability and to challenge stereotypes. Diversity and inclusion will inform our choices of visuals both in lessons and in displays around the school to represent our school community as it is.

### 4. Equality of opportunity

St John Henry Newman Catholic School commits to ensuring equality of opportunity for all. Gender, race, disability, ethnicity, cultural background, age, sexual orientation, religion, pregnancy or maternity will not be a factor in admissions, recruitment of staff, promotion, or access to academic and extracurricular opportunities. Reasonable adjustments will be made wherever possible to ensure equality of opportunity. See Accessibility Policy for more specific details.

This could include but is not limited to:

- Making adjustments for accessibility in the case of disability;
- Ensuring that guidance and support for pupils in a way that does not discriminate against pupils with unseen (visual, hearing, mobility, cognitive and prone to seizure) impairments;
- Providing equal sporting opportunities to all genders;
- Ensuring that, where an activity is not open to all e.g. having to select a team for an event, the best people are selected regardless of any other factor;
- Ensuring that pupils who are pregnant or have recently had a baby are supported and have access to education;
- Ensuring that appropriate and discreet facilities are available for pupils who require personal or intimate care to protect their dignity and foster respect for their individual needs;
- Making adjustments to communication with parents or guardians which could include providing interpretation facilities or translated materials if needed.

## 5. Recruitment and staffing

The Governing Body and Headteacher will ensure that our school complies with all relevant equalities legislation and ensure that people are not discriminated against when applying for jobs or promotions in our school. They will monitor recruitment and retention and make reasonable adjustments to ensure equality of opportunity in this regard. We will make efforts to ensure that the diversity of our workforce and Governing Body reflects that of our local community and wider society. Individual circumstances, such as caring or domestic responsibilities, which may lead to a need to work part-time or flexible working ours will be carefully considered and appropriate adjustments will be put in place.