



Equality Policy

With Christ in our hearts, we live life to the full

At St Anne's Catholic Primary School, our Catholic faith is at the heart of everything we do. We believe that every child and every member of our school community is created in the image and likeness of God and is valued, respected and loved.

Our commitment to equality is rooted in the teachings of Jesus Christ and in our mission to ensure that every child has the opportunity to flourish spiritually, morally, socially, academically and personally. We seek to create a loving, welcoming and inclusive school community where everyone is treated with dignity and respect and where differences are recognised, valued and celebrated.

This policy sets out how St Anne's promotes equality and fulfils its duties under the Equality Act 2010.

1.Aims and objectives

1.1 St Anne's is committed to providing an environment where everyone is treated fairly, with dignity and respect, and where discrimination, harassment and victimisation are not tolerated.

1.2 We recognise and value the diversity of our school community and seek to ensure that all children, staff, parents, carers, governors and visitors are treated fairly.

1.3 We promote equality of opportunity for all children and seek to remove barriers which may prevent them from accessing education, participating fully in school life or achieving their potential.

1.4 We recognise that treating everyone equally does not always mean treating everyone in exactly the same way. We will take account of individual needs and circumstances and provide appropriate support, adaptations and reasonable adjustments where required.

1.5 We challenge prejudice, discrimination, stereotyping and harassment whenever they occur and respond appropriately to incidents.

1.6 Through our curriculum, relationships, Catholic Social Teaching, prayer and liturgy and wider school life, we help children to understand difference, develop respect for others and contribute positively to society.

1.7 We promote positive attitudes towards equality and diversity and seek to foster good relations between people who share protected characteristics and those who do not.

1.8 We monitor the impact of our policies, practices and decisions on different groups and use relevant information to identify and address any inequality or disadvantage.

2. Equality Act 2010

The Equality Act 2010 provides protection against discrimination and brings together a number of previous pieces of equality legislation. St Anne's will comply with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

The protected characteristics under the Equality Act 2010 are:

- disability
- race
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- age
- marriage and civil partnership.

For children in schools, the school-specific provisions of Part 6 of the Equality Act do not apply to the protected characteristics of age or marriage and civil partnership. These characteristics remain relevant to the school in its role as an employer.

St Anne's will not discriminate unlawfully against children or adults because of any protected characteristic.

The school recognises the different forms of prohibited conduct under the Equality Act, including direct discrimination, indirect discrimination, discrimination arising from disability, harassment and victimisation, where applicable.

3. Public Sector Equality Duty

As a state-funded school, St Anne's has responsibilities under the Public Sector Equality Duty (PSED).

The general equality duty requires the school to have due regard to the need to:

1. eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
2. advance equality of opportunity between people who share a protected characteristic and those who do not; and
3. foster good relations between people who share a protected characteristic and those who do not.

Equality considerations are incorporated into school decision-making, policies, curriculum planning, behaviour and attendance, recruitment, staff development, SEND provision and the use of school resources.

The school will comply with its specific duties under the Public Sector Equality Duty by:

- publishing information annually to demonstrate how the school is complying with the Public Sector Equality Duty;
- publishing one or more specific and measurable equality objectives at least every four years.

Equality information and objectives will be published on the school website and may form part of other relevant school documents, such as the School Development Plan.

4. Equality of opportunity for children

All children at St Anne's are entitled to access a broad, balanced and inclusive education.

We will:

- identify and remove barriers to participation and learning;
- provide appropriate support and adaptations;
- use assessment and other information to identify differences in attainment, progress, participation, attendance and behaviour;
- provide additional support where groups of children may be disadvantaged;
- ensure that school trips, clubs, enrichment activities and wider opportunities are accessible as far as reasonably practicable;
- ensure that our expectations of behaviour, achievement and conduct are consistently high for all children;
- challenge assumptions and stereotypes which may limit children's aspirations or opportunities.

Equality of opportunity does not mean that every child will receive identical provision. Appropriate differences in provision may be necessary to ensure that children can access learning and participate fully in school life.

5. Disability and reasonable adjustments

St Anne's recognises its duties towards children, staff and other members of the school community who are disabled.

The Equality Act 2010 places specific duties on schools in relation to disabled children, including the duty to make reasonable adjustments so that disabled children are not placed at a substantial disadvantage in comparison with non-disabled children.

We will:

- identify and consider barriers experienced by disabled children;
- make reasonable adjustments where required;

- adapt teaching, resources, routines, communication and access arrangements where appropriate;
- work with children, parents and carers and relevant professionals to identify effective support;
- ensure that disabled children are able to participate as fully as possible in the curriculum and wider school life.

The school will maintain an Accessibility Plan in accordance with its statutory responsibilities, covering access to the curriculum, the physical environment and information.

6. Race equality and anti-racism

St Anne's does not tolerate racism, racist language, racist behaviour or racial harassment.

We will:

- challenge racist language, behaviour and stereotypes;
- respond promptly and appropriately to racist incidents;
- provide support for children or adults affected by racism;
- record and monitor significant racist incidents;
- ensure that curriculum resources promote positive and accurate representations of different ethnic groups and cultures;
- provide children with opportunities to learn about and value the diversity of people and communities;
- work with parents and relevant agencies where further action or support is required.

We recognise that racism can be both overt and subtle and that stereotypes and unconscious assumptions can affect expectations and experiences. Staff are expected to challenge these appropriately.

7. Religion and belief

As a Catholic school, the Catholic faith and teachings of the Church underpin the life, mission and ethos of St Anne's.

We promote respect for people of all faiths and for those who have no religion or belief. Children learn about other faiths and worldviews through the curriculum and through opportunities to develop mutual understanding and respect.

The Equality Act contains specific provisions and exceptions relating to schools with a religious character. St Anne's will apply these provisions in accordance with the school's religious character, its legal requirements, its admissions arrangements and the direction of the Diocese and Trust where applicable.

Our Catholic identity does not prevent us from treating all members of the school community with dignity, respect and fairness.

8. Sex, gender reassignment and sexual orientation

St Anne's is committed to treating all children and adults with dignity and respect and to ensuring that no one is subjected to unlawful discrimination, harassment or victimisation.

The school recognises that sex, gender reassignment and sexual orientation are protected characteristics under the Equality Act 2010.

Following the UK Supreme Court judgment of 16 April 2025, "sex" in the Equality Act 2010 is interpreted as biological sex for the purposes of the Act. People who are transgender remain protected from unlawful discrimination through the protected characteristic of gender reassignment, and the legal position continues to be reflected in current equality guidance.

The school will approach individual circumstances sensitively, respectfully and in accordance with the Equality Act, safeguarding duties, current statutory guidance and relevant Trust/Diocesan guidance.

9. Pregnancy and maternity

St Anne's will not unlawfully discriminate against staff or children because of pregnancy or maternity. Appropriate arrangements and reasonable support will be provided in accordance with legal requirements and the individual circumstances of the child or adult concerned.

10. Curriculum, teaching and learning

Our curriculum promotes equality, respect and inclusion and reflects the diverse experiences, achievements and contributions of people from different backgrounds.

Teachers will select resources carefully and challenge stereotypes relating to race, sex, disability, religion or belief and other protected characteristics.

Our curriculum, including Religious Education, PSHE and Relationships Education, will help children to:

- recognise and respect difference;
- develop positive relationships;
- understand fairness and equality;
- challenge prejudice and stereotypes;
- appreciate the contribution of different people and communities;
- understand how to treat others with dignity and respect.

Teaching will be age-appropriate, consistent with statutory requirements and the Catholic character of the school.

11. Behaviour, bullying and discriminatory incidents

St Anne's has high expectations for behaviour and relationships.

Discrimination, prejudice, harassment and bullying relating to a protected characteristic will be taken seriously.

Where incidents occur, the school will:

- respond promptly;
- listen to and support those affected;
- take appropriate action in line with the Behaviour Policy and other relevant procedures;
- record significant incidents;
- involve parents and carers where appropriate;
- monitor incidents to identify patterns or groups who may require additional support.

This includes racist incidents, homophobic or other discriminatory language, disability-related bullying and other forms of prejudice or harassment.

12. Recruitment and employment

St Anne's is committed to equality of opportunity in recruitment, employment, professional development and promotion.

Employment decisions will be based on relevant skills, experience, qualifications, suitability and the requirements of the role.

The school will not unlawfully discriminate against staff or applicants on the basis of a protected characteristic.

We will seek to ensure that:

- recruitment procedures are fair and transparent;
- opportunities for professional development are accessible to staff;
- staff are treated fairly and with dignity and respect;
- reasonable adjustments are made for disabled staff where required;

- equality is considered when making decisions affecting staff.

As a Catholic school, St Anne's may apply the specific legal provisions relating to schools with a religious character where these are applicable to particular roles or responsibilities.

13. The role of the Academy Council / Governing Body

The Academy Council/Governing Body will:

- support the school in meeting its equality duties;
- ensure that equality is considered when significant decisions and policies are developed or reviewed;
- approve and monitor equality objectives;
- monitor equality information and the impact of relevant school policies;
- challenge the school where evidence suggests that inequalities or barriers are not being addressed;
- ensure that the school complies with its legal duties.

14. The role of the Headteacher

The Headteacher is responsible for implementing this policy and promoting equality throughout the school.

The Headteacher will:

- ensure that staff understand their responsibilities under this policy;
- ensure that equality considerations are embedded in school policies and decision-making;
- ensure that discriminatory incidents are dealt with appropriately;
- monitor patterns in behaviour, attendance, achievement, participation and other relevant areas;
- ensure that reasonable adjustments are considered for disabled children and staff;
- promote a culture in which diversity is respected and prejudice is challenged;
- report relevant equality matters to the Academy Council/Governing Body.

15. The role of all staff

All staff have a responsibility to:

- treat every child and adult with dignity and respect;
- challenge discrimination, prejudice and stereotyping;
- provide an inclusive learning environment;
- adapt teaching and support to meet individual needs;
- make reasonable adjustments where appropriate and seek advice when necessary;
- report discriminatory incidents or concerns appropriately;
- promote positive relationships and respect throughout the school community.

Staff should be aware that their language, expectations, decisions and behaviour can influence children's experiences and opportunities.

16. Monitoring and evaluation

The effectiveness of this policy will be monitored through a range of information, which may include:

- attainment and progress data;
- attendance and persistent absence;
- behaviour, bullying and discriminatory incident records;
- exclusions and suspensions;
- participation in clubs, trips and enrichment activities;
- SEND information;
- parent, child and staff feedback;
- recruitment and professional development information;
- equality objectives and progress towards them.

The school will use this information to identify any inequalities, barriers or areas requiring further action.

Equality information will be published annually in accordance with the school's legal duties, and equality objectives will be reviewed and published at least every four years.

17. Complaints and concerns

Any concern relating to discrimination or equality should be raised in the first instance through the school's appropriate complaints, safeguarding, behaviour or staff procedures, depending on the nature of the concern.

The school will investigate concerns seriously, sensitively and appropriately and will take action where necessary.

18. Linked policies and documents

This policy should be read alongside relevant St Anne's and BCWCAT Trust policies and documents, including:

- Accessibility Plan
- Admissions Policy
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Safeguarding and Child Protection Policy
- Complaints Policy
- Attendance Policy
- Recruitment and Safer Recruitment procedures
- School Development Plan
- Equality Information and Objectives
- Curriculum policies, including PSHE and Relationships Education
- Religious Education and Catholic Life documentation.

19. Review

This policy will be reviewed regularly and at least every three years, or sooner where there are significant changes to legislation, statutory guidance or the school's circumstances.

Approved by: Academy Council / Governing Body

Date approved: September 2026

Date of next review: September 2029