

## **EQUAL OPPORTUNITY AND MULTICULTURAL POLICY 2021**



It is the policy of St Joseph's Catholic Primary School to promote equal opportunity in all areas of our life and work. We will not tolerate inequality in any area of the school's life or work. All will be treated equally and given equal access to the curriculum and life of the school. All will have equal opportunity to benefit from all that we offer. Our intention is to develop an ethos in which all will thrive. Diversity and differences will be valued and respected by all and they will contribute to the richness of our school life and learning. We are committed to meeting the needs of each individual especially those identified in the 2010 Equality Act. All protected characteristics will be recognised and accepted and embedded in all areas: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.

### **OBJECTIVES**

1. To ensure that all learners have equal access to a rich, broad, balanced and relevant curriculum.
2. To ensure that teaching and learning promotes equality, celebrates diversity and promotes community cohesion.
3. To ensure that no-one is unfairly or illegally disadvantaged as a consequence of their protected characteristics these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.
4. To recognise, celebrate diversity within our community whilst promoting community cohesion.
5. To ensure that those with management responsibility and individual staff accept responsibility for planning, organisation and delivery of appropriate educational material to ensure that this policy for equal opportunity is woven into all we do.
6. To ensure that learners and parents are fully involved in the provision made by the school.
7. To ensure that within the school budget appropriate funding is provided to underpin this policy.

### **STRATEGIES**

1. The needs of each individual especially those identified in the 2010 Equality Act will be met. All protected characteristics will be recognised and accepted and embedded in all areas of our work : these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.
2. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect the objectives of this policy.
3. Parents will be involved and consulted about the provision being offered by the school.
4. Teachers will ensure that their planning, teaching and learning takes account of this policy and ensures that equity underpins all their work.
5. The diversity within our school and the wider community will be viewed positively by all and this diversity will be recognized as a rich resource for teaching, learning and the curriculum.
6. INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials.
7. Active contributions will be sought of parents and others to enrich teaching, learning and the curriculum.
8. The positive achievements of all pupils will be celebrated and recognised.

### **OUTCOMES**

This policy will play an important part in the educational development of individual pupils. It will ensure that all pupils are treated as favourably as others and that the school will make all the reasonable adjustments necessary to promote equal opportunity. Learners from all backgrounds will be treated as equal and valued members of the school community. We are committed to meeting the needs of each individual especially those identified in the 2010 Equality Act. All protected characteristics will be recognised and accepted and embedded in all areas: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual; homosexual, bi-sexual, trans-sexual.

Revised and adopted by the Governing Body .....Date.....Review Date.....

## **Multicultural Education:**

Within our work as a school to provide equal opportunities we also aim to reflect section 1 of the 1988 Education Reform Act, which places a statutory responsibility on schools to provide a curriculum which:

- *Promotes the spiritual, moral, cultural, and physical development of pupils within the school and society*
- *Prepares pupils for the opportunities and responsibilities of adult life.*

This will be achieved by:

- teaching and living the Catholic faith.
- understanding the uniqueness of the Catholic family.
- understand the multi-cultural nature of British society
- to promote respect for all peoples, faiths and cultures.
- to develop a child's understanding of their worth and value in context of society
- to develop an attitude that is opposed to discrimination against any person, race or creed
- to counter prejudice, particularly racial and consequent inequalities
- To ensure that children see that there are no boundaries to what they might achieve. Success can be achieved regardless of racial origins and gender.
- hold themselves and all people in high esteem and respect the environment

We believe each individual will succeed through experiencing quality in:

- a broad challenging and innovative curriculum
- an effective programme of continuing professional development
- an enriching programme of extra-curricular activities and visits
- a stimulating learning environment
- an ethos of support and high expectation to succeed
- vibrant partnerships between home, school and community

We acknowledge that resources at St Joseph's Catholic Primary School will reflect the needs of our children learning in today's multi-ethnic society and we will ensure that the resources we select fairly represent the cultural diversity within our school and our wider society and do not negatively portray any cultural group unless it is in the context of learning how opinions and views have changed from a historical standpoint.

**Staff and Governors** at St Joseph's Catholic Primary School will fully appreciate and actively support a positive policy towards multicultural education and challenge any incidences of cultural bias, racism and discrimination. Maintain an up-to-date awareness of multicultural perspectives within the national curriculum, Government policy, current affairs and the media, and that these are reflected in discussions about aspects of school life and work with members of the wider community, as felt appropriate, to ensure a positive approach towards a multicultural policy in our school.

*Children of all ages are taught about the diversity of race and beliefs that exist in our society. Curriculum content is planned to ensure coverage of the main religions within our community. Where possible this linked to their Learning Journey or Topic work, however when this is not possible this is taught discretely through special focus weeks.*

**Other Faiths:** As the majority of our children and staff being baptised Catholic there is a clear need to recognise and respect the diversity of faith backgrounds and to be sensitive to this when planning the curriculum, the worship and the sacramental preparation. The Church's teaching requires that Catholic schools be places where each person is respected and valued and where the stages of faith of each individual are recognised realistically and responded to sensitively. If there are individual pupils and staff in the school from other Christian backgrounds and from other religious backgrounds, then their distinctive religious faith and their moral and spiritual development will also be valued and supported. (*Catholic Schools and Other Faiths. Bishops Conference of England and Wales*).

We aim to implement this by:

1. providing role models of the Other Faiths represented in our school.
2. exploring Other Faith traditions in an open and positive way.
3. providing opportunities to worship as a single community.
4. ensuring a positive and informed attitude amongst all adults in the school.

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