

St. Michael Catholic Primary and Nursery School

Equality, Diversity And Inclusion Policy



"I came so that you may have life, life in all its fullness" John 10:10

St Michael Catholic Primary School and Nursery is a Catholic family of faith following the teachings of Christ. We strive to create an environment where all members of our school community respect the values of: Church, Independence, Resilience, Caring, Learning and Enjoyment for all. Belief in these values will nurture all as individuals and instil in them the confidence to meet their full potential, providing them with the best grounding for their future place in an ever-changing world.

Policy Date	September 2026
Signed by Head Teacher	Mrs N Collins
Review Date	September 2027

1. Policy Statement

At St Michael Catholic Primary and Nursery School, we are committed to promoting equality, diversity and inclusion for all members of our school community.

We believe that every person is unique and created in the image and likeness of God. We value the richness that diversity brings to our school and are committed to ensuring that all pupils, staff, parents, carers, governors and visitors are treated with dignity, fairness and respect.

We are committed to eliminating discrimination, harassment, victimisation and prejudice and to creating a community where everyone can flourish and achieve their full potential.

This policy supports our commitment to equality, inclusion, safeguarding and the promotion of positive relationships throughout the school community.

2. Aims

The aims of this policy are to:

- Promote equality of opportunity for all.
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Foster positive relationships between people from different backgrounds.
 - Promote inclusion and a sense of belonging.
 - Celebrate diversity and individual differences.
 - Ensure all pupils have equitable access to learning and wider opportunities.
 - Promote respect, tolerance and understanding.
 - Prepare pupils for life in modern Britain.
 - Fulfil our responsibilities under the Equality Act 2010 and the Public Sector Equality Duty.
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3. Legal Framework

This policy is based upon:

- Equality Act 2010

- Public Sector Equality Duty
- Keeping Children Safe in Education
- Working Together to Safeguard Children
- SEND Code of Practice
- Human Rights Act 1998
- Relevant Department for Education guidance

The school recognises its duty to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
 - Advance equality of opportunity.
 - Foster good relations between different groups.
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4. Protected Characteristics

The Equality Act 2010 protects people from discrimination on the basis of:

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

The school is committed to ensuring that all members of our community are treated fairly and respectfully.

5. Our Commitment to Equality

We are committed to ensuring that equality is embedded throughout all aspects of school life.

This includes:

- Teaching and learning.
- Curriculum design.
- Recruitment and employment.
- Behaviour management.
- Safeguarding.
- Pastoral care.
- Educational visits.
- Extra-curricular activities.
- Parent engagement.
- School communications.

All members of the school community are expected to contribute to maintaining an inclusive and respectful environment.

6. Equality in Teaching and Learning

At St Michael Catholic Primary and Nursery School we aim to provide every pupil with the opportunity to succeed.

Teaching and learning will:

- Promote equality, diversity and inclusion.
- Reflect the diversity of modern Britain and the wider world.
- Challenge prejudice, stereotypes and discrimination.
- Provide equal access to learning opportunities.

- Recognise and celebrate different cultures, backgrounds and experiences.
- Support pupils' spiritual, moral, social and cultural development.
- Encourage critical thinking and respectful discussion.
- Promote British Values and Catholic Social Teaching.

The curriculum will actively encourage pupils to understand and value diversity.

7. Inclusion

We are committed to ensuring that every pupil feels welcome, included and valued.

Particular attention is given to supporting pupils who may experience barriers to learning, including:

- Pupils with SEND
- Disadvantaged pupils
- Pupils known to social care
- Previously looked-after children
- Young carers
- Pupils with medical needs
- Pupils with English as an Additional Language
- Pupils experiencing emotional, social or behavioural difficulties

Adaptive teaching, reasonable adjustments and targeted support are used to ensure all pupils can participate fully in school life.

8. Catholic Social Teaching

Catholic Social Teaching underpins our approach to equality, diversity and inclusion.

Through the principles of:

- Human Dignity

- The Common Good
- Solidarity
- Stewardship
- Participation
- Subsidiarity
- The Preferential Option for the Poor

pupils develop an understanding of justice, fairness, compassion and responsibility towards others.

These principles help pupils understand that every person is valued and deserving of respect.

9. Challenging Discrimination

The school operates a zero-tolerance approach to discrimination.

This includes:

- Racism
- Sexism
- Bullying
- Harassment
- Homophobia
- Discrimination related to disability
- Religious discrimination
- Prejudice-based behaviour

Incidents will be:

- Taken seriously.
- Investigated appropriately.
- Recorded where required.

- Followed up with education and support.
- Addressed in accordance with Behaviour and Safeguarding procedures.

Where appropriate, parents and carers will be informed.

10. Recruitment and Employment

The Governing Body is committed to equality of opportunity in employment.

The school seeks to:

- Recruit fairly.
- Promote diversity within the workforce.
- Provide development opportunities for staff.
- Eliminate discriminatory practices.
- Support staff wellbeing.

Employment decisions will be based on merit, suitability and professional competence.

11. Responsibilities

Governing Body

The Governing Body will:

- Ensure compliance with equality legislation.
- Monitor implementation of this policy.
- Promote equality and inclusion throughout school life.
- Review equality objectives regularly.

Headteacher

The Headteacher will:

- Provide strategic leadership.

- Promote inclusive practice.
- Ensure equality considerations inform decision making.
- Monitor and evaluate impact.
- Address discriminatory incidents appropriately.

Staff

All staff will:

- Promote equality and inclusion.
- Treat all individuals fairly and respectfully.
- Challenge discriminatory behaviour.
- Support pupils appropriately.
- Model positive attitudes and behaviour.

Pupils

Pupils are encouraged to:

- Treat others with respect.
- Celebrate diversity.
- Challenge discrimination appropriately.
- Contribute positively to the school community.

Parents and Carers

Parents and carers are encouraged to:

- Support the values of the school.
- Promote respectful behaviour.
- Work in partnership with staff.
- Raise concerns appropriately.

12. Monitoring and Evaluation

The effectiveness of this policy will be monitored through:

- Pupil voice.
- Parent voice.
- Staff feedback.
- Behaviour and safeguarding records.
- Attendance information.
- Curriculum monitoring.
- Achievement data.
- Equality objectives reviews.

Findings will be used to identify strengths and areas for development.

13. Equality Objectives

The school will publish and review Equality Objectives in accordance with the requirements of the Equality Act 2010.

Progress against objectives will be monitored regularly and reported to Governors.

14. Policy Review

This policy will be reviewed annually or sooner if changes to legislation, statutory guidance or school priorities require revision.

Through our commitment to equality, diversity and inclusion, St Michael Catholic Primary and Nursery School seeks to ensure that every member of our community feels respected, valued, safe and able to flourish whilst experiencing life in all its fullness.