St Hugh's Catholic Primary School
Equality and Diversity Policy

Mission Statement

Learn, Love, Pray

At St. Hugh's, we grow together with Christ in our hearts. We reach our potential in a learning community and we welcome all with respect and understanding.

Our Vision and Aims for Equality and Diversity

We aim to:

- Maintain and promote a working partnership between the school, parents, and community.
- Help the children understand the world in which they live, have mutual; respect for the values of others and work together as a team.
- To ensure that everyone, whatever their needs and capabilities, is included and catered for.
- To value each individual and recognise and respect to the needs of all children.

Defining Equality and Diversity

Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the school community; this includes teachers, support staff, cleaning or catering staff employed at the school as well as pupils, parents and school governors.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are age; disability, gender reassignment (transgender), marriage/civil partnership, pregnancy/maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty schools must exercise 'due regard' in respect of each of the nine protected characteristics to: -

1. Eliminate unlawful discrimination and harassment
2. Advance equality of opportunity
3. Foster goof relations between different groups

Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. By promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled and by promoting a diversity friendly school culture we are able to meet our school's aims and objectives more efficiently.

Culture is about the way we behave towards one another – school governors, all employees in the school, parents, pupils and the whole school community. It is about how we treat one another and respect our differences. Promoting diversity and a diversity friendly culture helps to create a more productive school community.

Purpose and Scope of the Policy

This policy sets out St Hugh's Catholic Primary School's commitment to promoting equality and diversity.

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We believe that it is our responsibility to promote equality and diversity wider than the nine characteristics (areas) covered by legislation. We work to remove barriers and we will not unfairly discriminate on any grounds.

We do this by:

- Making appropriate changes to teaching resources.
- Accessing Local Authority Services e.g. Ethnic Minority and Traveller Advisory Service, EAL Support and liaising with outreach services.
- Support children's emotional needs through play therapy and counselling.
- Providing a curriculum, which promotes positive understanding of different characteristics, recognises the contribution that individuals and group with protected characteristics, to society, and challenges stereotyping and discrimination.
- Liaising with groups from the local community.
- Monitoring and reviewing of this policy will take place annually and will be made accessible through the school website or will be made available in an alternative format as requested.
- Providing a school Community Welfare Officer to work closely and engage with parents from all groups and develop links within the community.

The policy applies to:

- School Governors
- Staff
- Pupils (as appropriate)
- Visitors to the school
- Multiagency Professionals
- Contractors

Roles and Responsibilities

All members of the school community, governors, staff, pupils, parents, and visitor all have a part to play in implementing the policy, promoting diversity and equality, challenging inappropriate behaviour or practice to remove barriers and avoiding discrimination.

To promote understanding of this responsibility will:

- Ensure all Stakeholders are made fully aware of our Equality and Diversity Policy and how it affects their work
- Ensure pupils and visitors to our school are clear about the expectations relating to our commitment to promoting equality and diversity
- Provide training/development and updates as appropriate
- Review our equality objectives and actions to ensure all relevant activity remains relevant and meets the identified need and priorities of our school.

In addition, School Governors have responsibility for overseeing, agreeing, monitoring and reviewing of our School's equality objectives, and related activity.

Breaches of Policy

St Hugh's Catholic Primary School views any form of discrimination as a serious of misconduct. Any allegations of a breach in the policy will be investigated by the Executive Head teacher or where appropriate the governing body. This may lead to disciplinary or other appropriate action being taken.

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Bullying and Diversity incidents

- **Pupils**

St Hugh's Catholic Primary School believes all pupils should be safe and feel valued for themselves, whatever characteristics they may have. Bullying and harassment of pupils, staff, parents, visitor by pupils on the basis of the identity (including a perceived characteristic, and by association with a protected characteristic) is unacceptable. Incidents will be logged, investigate and appropriate actions taken to prevent future incidents and to support the victim as outlined in the School's Anti-bullying Policy.

- **Staff, Visitors and Governors**

St Hugh's Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in disciplinary action being taken and in the case of harassment, might call for police involvement.

- **Parents and Carers**

St Hugh's Catholic Primary School view any form of discrimination undertaken by adults as serious acts of misconduct. Any such breaches could result in action being taken and possible police involvement.

Diversity Complaints

St Hugh's Catholic Primary School takes seriously all complaints; where a complaint is related to equality/diversity issues, the school procedure for dealing with complaints will apply. This procedure will be made accessible through the Executive Head teacher or Chair of Governors.

This policy will be reviewed annually or when the need arises and the necessary recommendations for improvement will be made to the governors.

Monitoring and review

St Hugh's Catholic Primary School has specific duties under Equality Act (2010) to publish information about the diversity of our school community and the work we are doing to promote equality. This information can be found on our school website.

This policy was ratified on 4th February 2026 and will be reviewed every two years as a minimum. The next review date is January 2028

In between updates, the policy will be updated when necessary to reflect local and national changes.

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Equality Objectives: 1. Advance Equality of Opportunity Between People Who Share a Protected Characteristic and those Who Do Not.		
Objective	Current situation	Success criteria
All children will have the opportunity to experience a wide range of culture.	There are many elements of this opportunity within the current school offer. However, some of this lies beyond the formal curriculum and a holistic approach is needed to ensure effective relevance and coverage.	All children will experience role models that are relevant to them as individuals. All children will be encouraged to have aspirations within and beyond their own experience and culture.
To use performance data to monitor pupil achievement and respond to variations between groups of pupils, subjects, key stages, trends over time and comparisons with other schools.	Collate and analyse pupil attainment by target group. Targeted interventions to improve attainment Pupil Premium strategy in place. SEND provision map in place. Curriculum adapted where required.	Pupils have equal access to the curriculum. Data tracking will show all pupils making good and appropriate progress from start points. Measured impact of targeted intervention feeding next steps.
To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.	Staff CPD. Shared good practice. Staff to act as positive role models in the way they conduct themselves, treat one another and all stakeholders, and promote British values. Review learning resources to ensure they represent and celebrate diversity within Britain and the wider world.	Pupils and staff feel safe, respected and valued and are therefore able to thrive and achieve. CPD shared.
Equality Objectives: 2. Foster Good Relations Between People Who Share a Protected Characteristic and Those Who Do Not		
Objective	Current situation	Success criteria
To ensure that all pupils and other stakeholders are given the opportunity to make a positive contribution to school life.	Personalised learning opportunities to engage all pupils. Aspirational opportunities for all pupils. Reward systems in place. Opportunities for pupils and stakeholders to feedback. Opportunity for parents and carers to access and engage in school activities.	All pupils have fair opportunity to enjoy, achieve and contribute to the school community. Education visits and visitors to school. An increase in parental engagement as recorded in attendance records. Storytime. Assemblies. Parent/carer views indicates that the school is approachable and welcoming.
To increase pupil awareness and understanding of different communities through assemblies	Assemblies and class activities around cultural events and celebrating diversity. Diversity included throughout the curriculum. Visits to places of cultural significance.	Pupils have the opportunity to learn about, experience and understand different cultures through sharing special events. Education visits. Greater understanding and respect for difference.

and cultural events.		The curriculum promotes respect for the differences of the school community.
Equality Objectives: 3. **Eliminate Unlawful Discrimination, Harassment and Victimisation and Other Conduct Prohibited by the Act**		
Objective	Current situation	Success criteria
To provide an environment that welcomes, protects and respects diverse people. To give families an opportunity to discuss issues about being discriminated.	Ensure all stakeholders have access to contextualised or specific safeguarding information and know how to report concerns and access help and support. Ensure that all staff are fully aware of the diversity within the school and its community. Ensure all pupils have access to all areas of school and learning through the modification of learning. Regularly obtain the views of pupils and parent/carers to ensure schools are meeting their needs.	Pupils, parent/carers, staff report positively in survey feedback that they are listened to, treated fairly, feel safe and are free from bullying. Behaviour incidents and suspensions are reduced over time for all pupils. Safeguarding records show appropriate and swift response to concerns Environment reflects the diversity of the school. Improved relationships with families
Understand, and plan to address, the perception of disability within the school community	Stereotypes around disability exist within the wider school community; this may have an impact on children's perception of disability.	Gather information on perception of disability within the school community. Evaluate the information and formulate a few key actions to address stereotypes, i.e. assemblies, school council.