

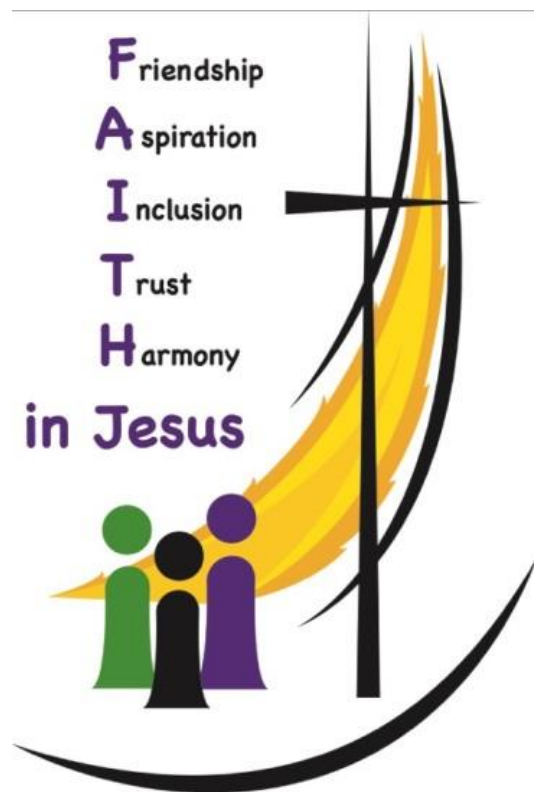


St. Joseph's R.C. Primary School
Limes Avenue
Darwen
BB3 2SG
Headteacher: Mrs A O'Brien

Equality Objectives 2017-2018

This scheme outlines the commitment of the staff and the Governors of St Joseph's RC Primary School to promote equality.

In accordance with our mission statement and School values we strive to follow:



EQUALITY STATEMENT

In all our relationships and teaching we endeavour to inculcate the Gospel values of reconciliation and forgiveness inspired by the example of Jesus Christ.



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EQUALITY OBJECTIVES

The School, its staff and governors will pay due regard, when creating and reviewing its policies, to the "protected characteristics" of our pupils, staff and stakeholders as contained within the Equality Act 2010. The Equality Act defines "protected characteristics" as:

- Age;
- Disability;
- Gender;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief

- 1) We will continue in our overriding aim to *eliminate discrimination, harassment and victimisation* within the School and the broader School community.
- 2) We will seek to increase pupils understanding and awareness of equality and strive to achieve equality of opportunities for our pupils throughout the School and the broader School community. In so doing, we aim to remove inequalities in attainment throughout the School especially where such inequalities exist in relation to groups with protected characteristics. This will continue to be carried out in line with the Catholic Ethos of the school.
- 3) To foster good relations between different communities within our school and across the borough.
- 4) The school's profile shows that the vast majority of pupils are of white British ethnic origin and of the Roman Catholic faith. As a result, their knowledge and understanding of other faiths and cultures can be limited. Therefore the school will engage with other schools and religious groups to broaden pupils' knowledge and understanding of Islam particularly. This will involve joint learning activities and visits to another school with a different ethnic mix, continuing a tradition established in 2009. We will also, in line with the Salford Diocese guidelines, study another faith intensively over a half term during the year in each KS2 class.

St Joseph's Governors October 2017