

CARDINAL WISEMAN CATHOLIC SCHOOL



Equality Policy and Objectives 2018-2019

INTRODUCTION

At Cardinal Wiseman Catholic School students are growing to be.....



Cardinal Wiseman Catholic School is dedicated to promoting a distinctive Catholic ethos by upholding the teachings of the Catholic Church and promoting the Wiseman Virtues formed from the Gospel and rooted in the person of Christ. Our mission statement of ‘Omnia Pro Christo’ shapes our aims as a school and we are committed to developing the full potential of every individual, regardless of culture, race, religion, disability, or special need by creating a safe, orderly environment where all members of the community work diligently in a spirit of cooperation and treat each other with courtesy and respect at all times. In order to facilitate effective teaching and learning, which leads to all students making progress, an inclusive assessment strategy is essential.

DOCUMENT PURPOSE

This document is relevant to all staff, pupils, parents, visitors, Governors, trainees and helpers.

At Cardinal Wiseman Catholic School we aim to provide equality of opportunity for all people, whatever their age, ability, gender, sexual orientation, race or background. We want all our children and adults to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes, and practices do not prevent any child or adult from reaching their potential.

Equality of opportunity is a fundamental aspect of Cardinal Wiseman Catholic School. In accordance with our mission statement, school aims and objectives we pledge to respect the human rights of all our pupils and to educate them about equality. We respect the equal rights of all our staff and all other members of our school community.

At Cardinal Wiseman Catholic School our mission statement is at the heart of everything we do and hope to achieve. It is at the centre of everything and everyone and determines our approach to all aspects of school life. Our Mission Statement is:

Cardinal Wiseman Catholic School is a community built on the teachings and person of Jesus Christ where everyone aspires to the Wiseman Virtues so that our learning and living is “all for Christ”.

In our learning we aim to grow more ...

... **curious** and **active** by delivering and participating in an exciting and innovative curriculum, both inside and independently outside the classroom, to instil a life-long passion for learning in all

... **eloquent** and **truthful** by confidently expressing ourselves with grace and honesty and valuing the veracity of the information that we share with others

... **learned** and **wise** by nurturing our God-given gifts and talents, showing resilience when faced with challenges and recognising God in all our learning

In our living we aim to grow more...

...**grateful** and **generous** by being proud to be part of Cardinal Wiseman Catholic School and community, being of service to others and celebrating both our own and others achievements with a sense of joy

...**attentive** and **discerning** by showing moral courage in our daily actions and making the right choices in difficult situations

...**compassionate** and **loving** by recognising that we are all children of God, unique and precious, who show love and respect for one another

...**faith-filled** and **hopeful** by trusting in God’s plan for us and putting our faith into action to make a difference to the world

... **intentional** and **prophetic** by aiming for success and aspiring to be the very best that we can be

We fulfil our Mission through the following school aims:

School Aims

To live as a Christian family inspired by the values of Jesus.

To develop and celebrate every child’s full potential through a rich and enjoyable learning environment.

To promote and encourage an effective partnership between home, school, parish and community.

Through the practical objectives which underpin these aims and our equality objectives contained within this document we strive to ensure that everyone is proud of their personal achievements and fulfilled by their life experience at Cardinal Wiseman Catholic School.

This document should be read alongside our Mission Statement and School Aims. Other Policies which further determine areas related to the Equality Policy and Objectives include: SEND and the Policy for Teaching and Learning.

Good relations are fostered at school, local, national and global levels, especially in relations to groups under-represented in the school community.

Statutory requirements

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

- age
- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

We recognise our general responsibilities under the Equality Act 2010 (“the Act”) to avoid direct and indirect discrimination on the grounds of any of the protected characteristics listed above.

As a public body, we are also covered by the public sector equality duty under Section 149 of the Act to take positive steps to:

- (a) eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by this Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Discrimination means treating someone less (or more) favourably than a ‘comparator’. Harassment (which is one form of discrimination) means violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Victimisation means discrimination because of a previous complaint.

The Equality Objectives below and information within the policy address this duty.

The Access Plan

The Accessibility Plan addresses our duty under Section 88 of the Equality Act 2010 and is on our website.

The percentage of pupils with an additional or special need or disability is greater than national statistics. The access plan outlines how reasonable adjustments are made to remove barriers to learning to enable these pupils to succeed.

Context of our school in relation to promoting equality

The following statement outlines both the data and current issues relating to ethnicity, religion/belief and socio-economic factors. It demonstrates how our school community compares with the wider community, both locally and nationally. It therefore forms the basis for planning actions to promote equality.

□ Ethnicity/culture context of the school (local and national)

The majority of pupils at Cardinal Wiseman Catholic School are White British (65%) which is slightly lower than the National figure (69%).

There are a significant number of pupils with other ethnic backgrounds. We have a high percentage of pupils with English as an additional language (22% EAL) compared to the national 20%. This is a gradually increasing picture. Our school makes very good provision for these pupils and for the small numbers of pupils from refugee/asylum seeker backgrounds. Pupils with EAL perform very well according to the school's tracking system.

□ Religion/belief context of the school (local and national)

Cardinal Wiseman is a Catholic School, which has 30% of baptised Catholics on role with 32% of pupils from other Christian traditions, 7% who are of other religions and 31% of pupils with no identified faith background.

There are strong links with Our Lady of Assumption RC Church and Maryvale Parish, which enrich pupils' religious, spiritual, moral and social education. As a Catholic School our curriculum is built on the examples and teachings of Jesus Christ and our RE Curriculum (including the Caritas curriculum) gives opportunities for exploration of the differences and similarities between people and the contributions they make to our community. A variety of religions and beliefs are shared and celebrated in lessons and assemblies. Through the curriculum and collective worship and at all times in the school day, children learn about rights and responsibilities and they are aware of the seriousness of discrimination and unequal treatment and the repercussions that arise from them.

□ Socio-economic context of the school (local and national)

The percentage of pupils claiming their entitlement to free school meals is significantly above the national average. The percentage of children who are entitled to free school meals is 37% and disadvantaged pupils make up 58% of the school population. The IDACI Score (Income Deprivation Affecting Children Index) shows that the Cardinal Wiseman Catholic School is much higher than other schools nationally, placing our school and its community in the 80th percentile of deprivation.

□ Current issues affecting cohesion at school, local and national level

Cardinal Wiseman Catholic School provides excellent opportunities for pupils to contribute to the school and wider community. Pupils are proud of their school and committed to enriching the school community. Their involvement is valued and it contributes to the quality and ethos of the school. Pupils have a growing appreciation of wider issues affecting the local and global communities and understand what it means to be a citizen in Britain.

Pupils are encouraged to participate in charity work and fund raising in school at local, national and international contexts. E.g., Macmillan, NSPCC, CAFOD, St Chad's Sanctuary for Refugees

Partnership with parents is crucial in ensuring equality for all. Opportunities for parental engagement are offered at different times throughout the year. They include online communication, pupil progress meetings, and workshops to support their child's learning and development through the school's 'parent Information Meetings'.

Induction for new parents and their children is well planned to ensure new children are able to settle quickly and their individual needs are understood before admission to our school.

There is successful support for parents through the involvement of a range of services including, the School's Learning Mentor, the Children and Families Support Workers, the School Nurse etc. These services are available to families who may experience difficulties and become vulnerable for one reason or another.

The school website is used for information and communication with Parents/Carers, local and wider communities. Our monthly mail provides information for parents/carers and the local and wider communities.

We have successfully put into place effective policies and strategies to promote community cohesion. These include: positive Behaviour Policy, Anti-bullying Policy, Family Life Policy, SEND Policy, etc.

In assemblies and through Religious Education we promote positive attitudes and develop learners' understanding of other faiths, beliefs and cultures. Monitoring of lessons shows that through the curriculum, teaching and learning, pupils gain knowledge and understanding about life and cultures in other places.

Through the 'Caritas' curriculum, we are successful in promoting community cohesiveness by learning about common identity and values.

Parents/carers and our local community are invited to school events e.g. Concerts, Masses, Christmas Markets etc. Our Collective Worship comments book shows how our community values this special time to reflect and share experiences with their children.

The Governors as a whole are responsible for:

- Ensuring that the school complies with the pupil sector equality duty under the Equality Act 2010
- Ensuring that the school complies with the anti-discrimination provisions of the Equality Act 2010
- Ensuring that Governor Training is current and in line with relevant Equality legislation.
- Ensuring the school complies with the requirements of the Equality Act 2010 (Statutory Duties)
- Regulations 2011 by:
 - o Gathering and publishing the required equality information.
 - o Drawing up, publishing and implementing the school's equality objectives

The Headteacher (Mrs C. Stewardson) is responsible for:

- Ensuring that measurable steps are taken to address the school's stated equality objectives;
- Ensuring that the Governors, staff, pupils, and their parents / carers are aware of equality issues, as relevant.

- Ensuring that all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination, including prejudice-related incidents.
- Enabling reasonable adjustments to be made, in relation to disability, in regard to pupils, staff, parents / carers and visitors to the school.
- Dealing with reports of prejudice-related incidents.

All staff are responsible for:

- Avoiding unlawful discrimination against anyone.
- Promoting equality and community cohesion in their work.
- Fostering good relations between groups;
- Dealing with prejudice-related incidents;
- Recognising and tackling bias and stereotyping.
- Attending relevant training with regard to Equality legislation.

Visitors and contractors are responsible for following relevant school policy.

Publication of Equality Information

At the end of each school year, under the Equality Act 2010 (Statutory Duties) Regulations 2011, we will publish our Equality Objectives and information relating to our performance of the public sector equality duty in a manner that is reasonably accessible to the public e.g. website, prospectus, newsletter etc. This will be information on pupils and staff regarding protected characteristics, who may be affected by policies and practices. The purposes of analysing this information is to ensure that we are furthering the three aims of the public sector equality duty. The source of this information may be evidenced through data as well as through comments resulting from engagement with relevant people.

How we choose our Equality Objectives

We have taken a holistic approach to choosing our equality objectives and the process has involved gathering a range of information.

The evidence is then analysed in order to choose objectives that will:

- promote equality of opportunity for members of identified groups
- eliminate unlawful discrimination, harassment and victimisation, and
- foster good relations between different groups in terms of the protected characteristics

Equality Objectives 2018 – 2021 for Cardinal Wiseman Catholic School

Equality Objective	How progress will be measured
We have a richly religiously diverse school community and that will be reflected and celebrated fully in our communications, systems and liturgies.	The make-up of the school pupil chaplaincy team will better reflect the diversity of the school community and those pupils will be systematically involved in the preparation of weekly liturgy.

	We will create and promote an alternative sacred space for pupils of other faiths and none to utilise alongside the chapel.
Our charity work must go hand in hand with informed action for social justice.	We will introduce the CARITAS curriculum across all subjects so that pupils become better informed and active on matters of social justice.
All staff and pupils will be better able to model the mission of our Catholic faith and values.	We will become a school of Sanctuary.
We will review and strengthen our provision for LGBTQ+ pupils.	We will re-write our SRE policy and re-train with Stonewall to ensure we are a Stonewall School Champion