

Saint Ambrose Barlow Catholic Primary School, Astley.

Equality Scheme 2009

In line with its legal obligations under the

- Race Equality Act 2000
- Disability Act 2005 and Disability Equality Duty 2006
- Gender Equality Act 2007

the governors created its Equality Scheme, consisting of an overarching Statement and individual Equality Plans for Race, Disability and Gender.

Overarching statement

St Ambrose Barlow respects the human rights and pledges to provide equal opportunities for all its pupils, staff and other members of the school community. This is in accordance with our mission statement, Christian ethos and our statutory obligations.

“The Church repudiates as foreign to the mind of Christ, any discrimination against people or any harassment of them on the basis of their race, colour, condition in life or religion” (*Nosta Aetate, Oct 1965*)

Roles and Responsibilities:

All governors are responsible for:

- making sure the school complies with the relevant equality legislation; and
- making sure the school Equality Scheme and its procedures are followed.

Specific governors:

The Governors of the school take these responsibilities very seriously and have appointed a Staff Governor (Mr Darren McCann), two Foundation Governors (Mr Stephen Cooper, Chair of Governors and Mr Desmond Deignan) and a Foundation Parent Governor (Mrs Caroline Lowe) as Governors with special responsibility for Diversity and Equality issues.

Their role will be to

- champion Diversity and Equality across the school community
- monitor compliance with both the overarching policy and the individual equality plans
- provide a report on these issues to governors annually

The head teacher is responsible for:

- making sure the school Equality Scheme and its procedures are followed;
- making sure the race, disability and gender equality plans are readily available and that the governors, staff, pupils, and their parents and guardians know about them;
- producing regular information for staff and governors about the plans and how they are working;
- making sure all staff know their responsibilities and receive training and Support in carrying these out; and
- taking appropriate action in cases of harassment and discrimination, including

- racist bullying, homophobic bullying and bullying related to gender or disability.
- dealing with reports of hate-incidents.

All staff are responsible for:

- dealing with racist, homophobic and other hate-incidents;
- being able to recognise and tackle bias and stereotyping;
- promoting equal opportunities and good race relations;
- avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- keeping up to date with the law on discrimination;
- taking up training and learning opportunities.

Visitors and contractors are responsible for:

- knowing, and following, our Equality Scheme.

This Scheme was agreed and adopted at a meeting of the full governing body on 27th March 2007. The individual plans were agreed at a Governing Body meeting on xx/xx/2009.

Race Equality plan 2009

Action Plan to address the General Duty to promote race equality.

	Action Required	By Whom
1. Promote equality of opportunity	<p>a) ensure all children have equal access to all areas of curriculum and extra-curricular activities.</p> <p>b) ensure all staff undertake appropriate training to ensure they are fully aware of their obligations under the law.</p>	Head Teacher supported by all staff, governors and other members of the school community.
2. Identify and eliminate any unlawful discrimination or racial harassment	<p>a) Comply with local authority procedures for reporting incidents.</p> <p>b) Implement other supporting policies or procedures where applicable.</p> <p>c) Ensure appropriate monitoring systems are in place.</p>	Head Teacher supported by all staff, and by the appointed diversity governors
3. Promote good relations between different ethnic groups	<p>a) Ensure all areas of the curriculum include respect for the beliefs and traditions of all ethnic and socially diverse groups.</p>	Head Teacher supported by all staff, governors and other members of the school community.

Disability Equality plan 2009

Action Plan to address the General Duty to promote disability equality.

	Action Required	By Whom
1. Identify what St Ambrose Barlow School needs to do to meet the needs of disabled people.	<p>a) The governing body will conduct a thorough review in the Easter term 2009 to assess accessibility to premises and curriculum. The review will consider physical access to the premises and make recommendations to the full Governing Body regarding any work that needs to be undertaken to improve access for disabled children, staff and visitors.</p> <p>b) The views and concerns of disabled people will be included in the review.</p>	The review will be undertaken by the appointed diversity governors.
2. Promote equality of opportunity	<p>a) continue to ensure all children have equal access to all areas of curriculum and extra-curricular activities.</p> <p>b) ensure all staff undertake appropriate training to ensure they are fully aware of their obligations under the law.</p>	Head Teacher supported by all staff, governors and other members of the school community.
3. Identify and eliminate any unlawful discrimination or harassment	<p>a) Ensure appropriate monitoring systems are in place.</p> <p>b) Implement other supporting policies or procedures where applicable.</p>	Head Teacher supported by all staff, and by the appointed diversity governors
4. Promote positive attitudes to disability and encourage participation by disabled people	<p>a) Ensure all areas of the curriculum include opportunities for disabled people to participate.</p>	Head Teacher supported by all staff, governors and other members of the school community.

Gender Equality plan 2009

Action Plan to address the General Duty to promote gender equality.

	Action Required	By Whom
<p>1. Promote equality of opportunity for male and female pupils, staff and other members of the school community</p>	<ul style="list-style-type: none"> a) Ensure all children have equal access to all areas of curriculum and extra-curricular activities. b) Ensure all staff undertake appropriate training to make them fully aware of their obligations under the law. 	<p>Head Teacher supported by all staff, governors and other members of the school community.</p>
<p>2. Identify and eliminate any unlawful sex discrimination or harassment</p>	<ul style="list-style-type: none"> a) Monitor the current national situation regarding equal pay for support staff and ensure staff are paid appropriately. b) Ensure appropriate monitoring systems are in place. c) Implement other supporting policies or procedures where applicable (e.g. anti-bullying policy, discipline and employment policies). 	<p>Head Teacher supported by all staff, and by the appointed diversity governors.</p>