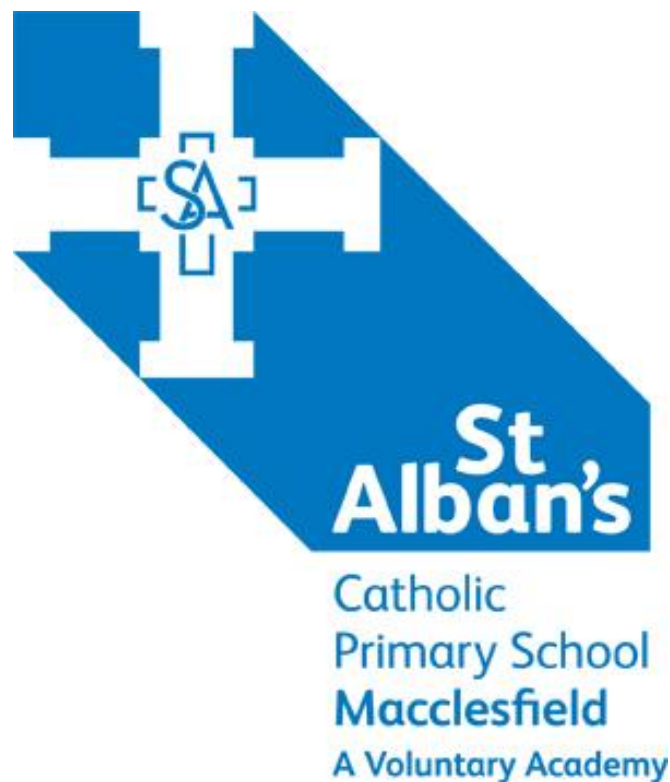


ST ALBAN'S CATHOLIC PRIMARY SCHOOL, A Voluntary Academy



Equal Opportunities Policy

2025–26

To love, learn, share and respect in the light of Jesus

Policy Schedule	Date	Signed
Ratified by the Governing Body:	October 2025	Headteacher: Chair of Governors:
To be reviewed:	October 2026	

Equal Opportunities Policy

St. Alban's Mission Statement.

To love, learn, share and respect in the light of Jesus.

Our Aims:

- We will create a caring Catholic community in which all members can grow in love, trust and respect for one another.
- We will ensure that each member of our Catholic school community feels special as a child of God.
- We will celebrate our differences and similarities.
- We will help each other to develop our particular talents.
- We will communicate clearly and honestly with each other.
- We will create a sense of belonging between our school, our Church and our families.

The fundamental rationale lies within the Catholic Church's belief and teaching concerning the basic equality of all human beings as reiterated by the Second Vatican Council:

“All human beings are endowed with a rational soul and are created in God’s image; they have the same nature and origin and, being redeemed by Christ, they enjoy the same divine calling and destiny ... forms of social or cultural discrimination in basic personal rights on the grounds of sex, race, colour, social conditions, language or religion, must be curbed and eradicated as incompatible with God’s design.”

(Gaudium et Spes 29)

1 Aims and objectives

- 1.1 We do not discriminate against anyone, be they staff or pupil, on the grounds of their gender, race, colour, religion, nationality, disability, ethnic, national origins or disability. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.
- 1.2 We promote the principles of fairness and justice for all through the education that we provide in our school.
- 1.3 We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- 1.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- 1.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- 1.6 We challenge stereotyping and prejudice whenever it occurs.
- 1.7 We celebrate the cultural diversity of our community and show respect for all minority groups.
- 1.8 We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual’s point of view, we aim to promote positive social attitudes and respect for all.

2 Anti-racism

- 2.1 It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

- 2.2 We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- 2.3 Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. Our children study the beliefs and practices of various religious traditions.
- 2.4 Should anyone at our school be a victim of racism, we will support that person in overcoming any difficulties they may have.

3 The role of governors

- 3.1 The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. The governors will have regard to matters which are particularly significant in the light of the sacramental teaching of the Church and which play a part, therefore, in appointment procedures conducted for and on behalf of Roman Catholic schools.
- 3.2 The governors take reasonable steps to ensure that the school environment gives access to people with disabilities.
- 3.3 The governing body will, in its prospectus, make reference to arrangements for disabled pupils.
- 3.4 The governors welcome applications to join the school, in accordance with its admissions policy.
- 3.5 The governing body ensures that no child is discriminated against whilst in our school on account of their gender, religion, race or disability. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls.

4 The role of the headteacher

- 4.1 It is the headteacher's role to implement the school's equal opportunities and anti-racist policy and s/he is supported by the governing body in so doing.
- 4.2 It is the headteacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- 4.3 The headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4.4 The headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assemblies, where respect for other people is a regular theme, and in displays shown around the school.
- 4.5 The headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness and reports any racial incidents to the appropriate body.

5 The role of the class teacher

- 5.1 The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- 5.2 When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- 5.3 When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- 5.4 All our staff challenge any incidents of prejudice or racism. We record any serious incidents in the pastoral files, and draw them to the attention of the headteacher. Teachers support the work of ancillary or

support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

6 Monitoring and review

6.1 It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the headteacher to report to governors on the effectiveness of this policy should an issue arise;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.