

Pope Paul Catholic Primary School

'Learning in the Light of Christ'



Mission Prayer

**We believe that we are all God's work of art.
We strive to respect and care for each other
and to use our talents to do our best, to build a better world.
By doing this, we are:
'Learning in the Light of Christ.'
Amen.**

Equality Policy February 2026



Pope Paul Catholic School



'Learning in the Light of Christ'

Validation grid

Title	Equality Policy
Author	Liz Heymoz
Associate Author/s	
Target Audience	All stakeholders
Stake holders consulted	All staff & Governors
Curriculum / non curricular	Non curricular
Associated Policies / Documents	All school policies
New Policy or Review of existing policy.	Review
Date of Submission	February 2026
Date for Review	February 2029
Date ratified by Governors	10 th February 2026

Signed*L Heymoz*..... Headteacher Date.....

Signed.....*C Strange*..... Chair Of Governors Date.....

1 Our Mission statement

Pope Paul Catholic Primary School is a learning community based on the values of the Gospel of Jesus Christ and the teachings of the Catholic Church. We are a family whose members value and support each other through tolerance, understanding and mutual trust.

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We are therefore committed to promoting:

the uniqueness of the individual.

We believe that every person is a unique individual, created in God’s image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

the search for excellence

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

the education of the whole person

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

the education of all

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

moral principles

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world. Consequently, we will strive to ensure that:

- any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them;
- children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;

- all of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

2 Relationship to other policies

This policy relates to the race equality, health and safety, SEN, curriculum, child protection, recruitment, selection and retention of staff, and pupil discipline policies.

3 Roles and responsibilities of headteacher, other staff, governors

The **headteacher** will ensure that a school culture and ethos is established, maintained and developed which:

- celebrates diversity/equality and achievement
- promotes high expectations, positive attitudes towards disabled people and those of different ethnic groups/religions
- listens to and involves pupils, parents, carers and staff
- communicates behaviour expectations
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on and that all termly returns to the LA on racial incidents and anti-bullying are accurate and submitted on time

The headteacher will ensure that school policies and practice do not discriminate, directly or indirectly, against adults or pupils in the school; that the school is accessible to all; and that positive role models and a wider perspective will strengthen the school.

The **staff** will actively implement this policy and the equalities plan, and support the monitoring of impact.

Parents and carers will be consulted on the policy regularly and be kept informed through the school website and newsletters.

The **governing body** will:

- encourage parents and staff from all ethnic groups when recruiting to the governing body
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action.

4 Arrangements for monitoring and evaluation

The governing body will monitor the pattern and frequency of equality related incidents. It will receive reports from the headteacher and staff that enable evaluation of the relevance of provision for dealing with equality related incidents – defined as any incident which is perceived by the victim or any other person to contravene this policy. Serious breaches constitute criminal offences.