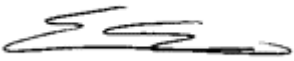




# St. Helen's Catholic Primary School

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## EQUALITY, DIVERSITY & INCLUSION POLICY

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| Policy Type                                                            | Required                                                                            |
| Review Period                                                          | Biennial                                                                            |
| Date of last review                                                    | Summer 2026                                                                         |
| Next review                                                            | Summer 2028                                                                         |
| Approved by Governing Body and signed by Elsa Corr, Chair of Governors |  |
| Date                                                                   | 10 July 2026                                                                        |
| Published on St Helen's Website                                        |                                                                                     |

## POLICY FOR EQUALITY, DIVERSITY & INCLUSION

### MISSION

#### **Our Mission**

Respect yourself.

Respect everyone in our school community.

Respect everyone in our local community.

Respect everyone in our global community.

But most of all, respect God our Father in Heaven.

#### **Equality Statement**

At St Helen's Catholic Primary School, we believe that every person is created in the image and likeness of God and is therefore precious, valued and worthy of respect. Our commitment to equality is rooted in our mission to ensure that every member of our school family feels known, welcomed and able to flourish.

We celebrate the uniqueness of every child and adult within our community and recognise the gifts, experiences and perspectives that each person brings. We are committed to providing an inclusive environment where everyone has the opportunity to learn, grow and succeed.

Guided by our values of resilience, empathy, service, patience, enjoyment, courage and trustworthiness, we actively promote fairness, dignity and respect. We seek to remove barriers, challenge discrimination and ensure that all pupils — regardless of background, ability, need, culture, faith or circumstance — can fully participate in school life.

We recognise that success is about more than academic outcomes. We strive to nurture young people who show kindness, compassion and courage; who understand their responsibility towards others; and who use their gifts in service of the wider world.

Equality at St Helen's is not simply a statement of intent — it is lived through our daily actions, relationships and decisions. Together, we aim to create a community where everyone belongs, everyone matters and everyone has the opportunity to become the person God calls them to be.

#### **Introduction to the policy**

At St Helen's Catholic Primary School, our commitment to equality is rooted in our belief that every person is created in the image and likeness of God. Every member of our school community has unique gifts, talents and experiences, and we are committed to ensuring that all are welcomed, valued and able to flourish.

We believe that our differences enrich our community and help us to learn from one another. We seek to create an environment where pupils, staff, families, governors and visitors experience respect, fairness, dignity and a genuine sense of belonging.

Our values of resilience, empathy, service, patience, enjoyment, courage and trustworthiness guide the way we treat one another and shape our commitment to equality and inclusion.

## **Aims of this Policy**

This policy aims to:

- Ensure that St Helen's provides a positive, inclusive and respectful environment where pupils and adults from all backgrounds can contribute, thrive and reach their full potential.
- Promote a culture where everyone is valued as an individual and where diversity is recognised as a strength within our school family.
- Ensure that our practices reflect the principles of the Equality Act 2010 and that we actively work to eliminate unlawful discrimination, harassment and victimisation.
- Remove barriers that may prevent people from fully participating in school life or employment. We recognise that equality does not always mean treating everyone identically; it means recognising individual needs and providing appropriate support.
- Ensure that reasonable adjustments are made for pupils, employees, applicants, volunteers and members of our community wherever required and reasonable to do so.
- Ensure that everyone connected with St Helen's is treated with dignity and respect, and that concerns relating to discrimination, bullying, harassment or victimisation are taken seriously and acted upon.
- Regularly review our policies, procedures, curriculum, working environment and decision-making processes to promote equality and remove barriers.
- Ensure that all members of our community understand their responsibility to uphold our commitment to equality, inclusion and the dignity of every person.

## **Our Equality Duties**

Under the Equality Act 2010 and the Public Sector Equality Duty, St Helen's has due regard to the need to:

### **Eliminate discrimination, harassment and victimisation**

We challenge prejudice and discrimination in all forms and ensure that our school policies, decisions and behaviours promote fairness, dignity and respect.

### **Advance equality of opportunity**

We seek to remove barriers, meet individual needs and ensure that everyone has access to opportunities to learn, contribute and succeed.

### **Foster good relations between different groups**

We promote understanding, kindness and respect, helping pupils and adults to value difference and build positive relationships.

## **Protected Characteristics**

We recognise our duties in relation to the protected characteristics identified within the Equality Act 2010:

- Age (where applicable)
- Disability
- Gender reassignment
- Marriage and civil partnership (where applicable)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **5. Equality and Diversity in Employment**

St Helen's is committed to attracting, recruiting, developing and retaining talented employees from a wide range of backgrounds.

Recruitment, promotion, professional development and employment decisions will be based on skills, experience, suitability and the needs of the school. We will not unlawfully discriminate against employees, job applicants, volunteers, agency workers or contractors.

A diverse workforce strengthens our school by bringing different experiences, perspectives and ideas, enabling us to better understand and serve our pupils and families.

### **Making Reasonable Adjustments**

St Helen's is committed to removing barriers experienced by disabled people and ensuring that reasonable adjustments are made where appropriate.

Reasonable adjustments may relate to:

- working arrangements
- physical environments
- equipment or resources
- communication methods
- access to training or opportunities

When considering adjustments, we will consider:

- How effectively the adjustment removes or reduces disadvantage
- How practical the adjustment is
- The resources available
- The impact on the individual and wider school community
- Whether external support, such as Access to Work, is available

We recognise that inclusion means understanding individual circumstances and responding with compassion and fairness.

### **Understanding Discrimination**

Discrimination occurs when a person is treated unfairly because of a protected characteristic. Discrimination may be intentional or unintentional.

#### **Direct discrimination**

This occurs when someone is treated less favourably because of:

- a protected characteristic they have
- a protected characteristic they are believed to have
- their association with someone who has a protected characteristic

#### **Indirect discrimination**

This occurs when a rule, policy or practice applies to everyone but disadvantages a particular group and cannot be reasonably justified.

## **Disability and Inclusion**

The Equality Act 2010 defines disability as:

“A physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities.”

We recognise that not all disabilities are visible and that individuals may experience barriers in different ways.

This may include, but is not limited to:

- physical disabilities
- sensory impairments
- learning disabilities
- neurodiversity and specific learning difficulties
- mental health conditions
- progressive medical conditions
- long-term health needs

We will work sensitively with individuals to understand their needs and provide appropriate support.

## **Preventing Bullying, Harassment and Victimisation**

Bullying, harassment, discrimination and victimisation have no place within the St Helen’s community.

All concerns will be taken seriously and responded to appropriately.

Everyone within our school has a responsibility to help create a culture where people feel safe, respected and able to speak openly.

## **Roles and Responsibilities**

The Governing Body and Senior Leadership Team are responsible for ensuring that equality duties are met and that equality is considered within school improvement, policy development and decision-making.

All staff are responsible for modelling inclusive behaviours, challenging discrimination and promoting respect.

All members of our community are expected to uphold the values and ethos of St Helen’s.

## **Monitoring and Review**

This policy will be monitored by the Headteacher and Governing Body.

It will be reviewed annually to ensure that it continues to reflect statutory requirements, best practice and the mission and values of St Helen’s Catholic Primary School.

## Appendix I – Equality Objectives 2026 – 2030

### Equality Objectives 2026–2030

At St Helen's Catholic Primary School, our commitment to equality is rooted in our belief that every person is created in the image and likeness of God. We seek to ensure that every child and adult feels known, valued and supported to flourish.

Our equality objectives reflect our mission to remove barriers, celebrate diversity and create a community where everyone belongs.

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**Objective 1: To ensure that all pupils, particularly those who may experience barriers to learning, have the support, opportunities and encouragement needed to flourish.**

#### **Why this matters:**

At St Helen's, we recognise that every child's journey is unique. Success is not measured only by academic outcomes but by confidence, independence, resilience and personal growth.

#### **We will achieve this by:**

- Developing high-quality inclusive classroom practice
- Providing early identification and support for pupils with additional needs
- Ensuring reasonable adjustments enable pupils to access all aspects of school life
- Supporting pupils' emotional wellbeing and resilience
- Working closely with families and external professionals

#### **Success will look like:**

- Pupils with additional needs are actively included and participate fully in school life
- Barriers to learning are identified and reduced
- Pupils can talk positively about themselves as learners
- Progress is seen academically, socially and emotionally

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**Objective 2: To close gaps in opportunity and outcomes for disadvantaged pupils by ensuring every child has access to the full St Helen's experience.**

#### **Why this matters:**

We believe every child deserves opportunities to discover their gifts, develop their talents and experience joy, regardless of background or circumstance.

#### **We will achieve this by:**

- Monitoring attendance, achievement and participation
- Ensuring access to enrichment opportunities, visits, leadership roles and wider school experiences
- Supporting families where barriers exist
- Using resources strategically to meet individual needs

#### **Success will look like:**

- Differences in outcomes between groups reduce
- Attendance improves for identified pupils
- All pupils access wider opportunities beyond the classroom
- Children feel a strong sense of belonging

**Objective 3: To celebrate the diversity of our school community and develop pupils who show empathy, respect and understanding towards others.**

**Why this matters:**

Our Catholic mission calls us to recognise the dignity of every person. We want pupils to understand themselves, value others and make a positive contribution to the world.

**We will achieve this by:**

- Ensuring the curriculum reflects diverse voices, cultures and experiences
- Celebrating the heritage, languages and stories within our school community
- Providing opportunities for pupils to learn about different communities and perspectives
- Promoting respectful discussion and understanding

**Success will look like:**

- Pupils recognise and celebrate difference
  - Children demonstrate empathy, kindness and respect
  - Families feel represented and welcomed within school life
  - Diversity is seen as a strength of our community
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**Objective 4: To create a working environment where all staff feel respected, valued and able to contribute fully.**

**Why this matters:**

Adults who feel valued and supported are best placed to create a positive environment where children can thrive.

**We will achieve this by:**

- Promoting fair and transparent recruitment and development opportunities
- Supporting staff wellbeing and professional growth
- Making reasonable adjustments where required
- Ensuring staff voice informs school development

**Success will look like:**

- Staff feel listened to and respected
  - Staff from all backgrounds can develop and progress
  - Inclusive practice is modelled throughout the school
  - Our values are evident in how we work together
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**Objective 5: To strengthen pupil voice and leadership so all children understand they can make a difference.**

**Why this matters:**

At St Helen's, we believe children are not simply preparing for the future — they have gifts, ideas and contributions to offer today.

**We will achieve this by:**

- Developing meaningful pupil leadership opportunities
- Ensuring a range of pupil voices contribute to school improvement
- Encouraging pupils to live out our values through service to others

**Success will look like:**

- Pupils feel listened to and able to influence change
- Leadership opportunities reflect the diversity of the school
- Children demonstrate courage, service and responsibility