

The Federation of St Mary's Catholic Schools



**Equality Statement
2019-2020**

Equality Statement 2019-20

"It is important that everybody is seen as equal before God."

(Saint Mother Teresa)

The basic equality between all human beings has always been fundamental to Catholic belief and teaching. The Federation of St Mary's Catholic Schools acknowledges and welcomes diversity among pupils, staff, governors and visitors.

Our Equality Statement outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued. We believe that equality at our schools should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the school community should feel safe, secure, valued and of equal worth. At The Federation of St Mary's Catholic Schools, equality is a key principle for treating all people the same, irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). We promote the principles of fairness and justice for all through the education that we provide in our school.

Leadership

Within The Federation of St Mary's Catholic Schools all staff and Governors are responsible for ensuring that the school meets its duties under the Equality Act 2010.

Eliminating harassment and bullying

The school will not tolerate any form of harassment or bullying of pupils or our staff.

Training

We will provide relevant training by using all suitable delivery methods.

Procurement and Contractors

We will take steps to ensure that contractors working at the school operate within the requirements of our Equality Statement.

Visitors to the School

We will take steps to ensure that all visitors to our school including parents act within the requirements of our Equality Statement.

Publishing the Statement

We will publish our statement upon the school's website.

Reporting our progress

We will report progress against the Duty through our regular reporting mechanisms, to the Full Governing Body of the school.

Reviewing and Revising the Equality Statement

We will review and revise the Statement no later than 1 year from publication of this statement.

Equality Objective 2019-2022

Published on our school website.