

The Federation of St Mary's Catholic Schools



Equality Objectives 2019-2022

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The protected characteristics which will inform our objectives are:

- Race
- Religion or belief

Objective

To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity

1. Background evidence

Why have we chosen this objective?

The Federation of St Mary's Catholic Schools is predominantly White British, we have a small number of children for whom English is an additional language. As a result, without direct action our children may go through their Primary school years with a very narrow view on what it means to be a British Citizen.

2. Procedure

What in practice are we actually going to do?

Background

As a Catholic school the children are educated within the Catholic faith. The children follow the National Curriculum for all other subjects other than Religious Education, which is taught through the 'Come and See' scheme of work made available through Liverpool Archdiocese.

Through the Come and See' scheme, assemblies and other areas of the curriculum such as English, children will learn about other cultures and faiths.

Aim

We want our children to have greater knowledge of other culture and religions and expand their world-view.

We want our children to 'experience' other culture and meet people of different faiths and cultures both in our school and in other places of worship

We want our children to recognise that understanding and knowledge of other world views can ultimately lead to greater tolerance and cohesion.

What we will do

We have devised a coherent plan which will complement the children's work in Come and See to ensure that children learn about and experience other cultures and points of view in a structured way throughout the school year.

We will present lessons/assemblies and experiences within the context of our Catholic and Community Values to underline their importance.

From Spring Term 2020 the children will learn about 4 influential figures over the course of the year, all of whom come from different cultures and ethnic backgrounds to themselves. They will learn how their beliefs and their legacies have led to changes in the world in which we live. The 4-key people will be: Pope John Paul, Rosa Parks, Nelson Mandela and Emilne Pankhurst. All four individuals are synonymous with standing up to prejudice and discrimination.

We have also built in a celebration of Black History Month every October.

3. Responsibility

The responsibility for carrying out the aims lies with the Executive Headteacher.

The Executive Headteacher will report progress to the Governing Body

4. Measurable success indicators

The plan will have been a success if:

- The children can talk with confidence and knowledge about other faiths, customs and places of worship.
- The children can talk about the impact Pope John Paul, Rosa Parks, Nelson Mandela and Emilne Pankhurst have had upon the world in which we live.
- The children will be able to articulate what a Warm Welcome for All means.

5. Timings

September 2019 – July 2022

6. Expense

No Outsiders materials - £500

Warm Welcome for All Books - £250

7. Resistance

We know that some parents may take a number of opposing views:

This is a Catholic School – why are they teaching the children about other faiths?

Our response: As part of our Catholic faith it is our responsibility to be inclusive of all. This is implicit within the Gospel message and therefore as we are faithful to the Catholic teaching it is imperative that our children have a good knowledge of other faiths and cultures. We are not diluting our Catholic faith or the education children receive, rather we are enhancing it and making it richer.

8. Problems

We will need to plan carefully as the year progresses and build a number of good contacts.

9. Learning from others

We are taking advice from St Helens Local Authority and Liverpool Archdiocese as we progress through the plan.

10. Engagement

The plan has been developed after a thorough school self-evaluation and in consultation with our staff and the Governing body.