



Holy Rood Catholic Primary School, Swindon



Equality Plan



School Vision:

Belong

At Holy Rood Catholic Primary School we aim to provide a nurturing and inclusive environment enthused by the Spirit of Christ to enable everyone to make a positive contribution, both to the school and the wider community. We will show love, compassion and respect for others.

A sense of unity will be created by forming relationships that are based on trust, loyalty, forgiveness and acceptance; we will endeavour to act justly and be peacemakers as Christ's disciples, inspired by the Gospel values.

We will encourage a sense of responsibility and help children learn to appreciate God's world around them through reflection, mission, prayer, healing and peace.

Learn

We resolve to develop a sense of awe and wonder at God's creation for our children - where creativity flourishes and everyone is inspired to learn, demonstrating a curiosity about the world around them.

We will strive to ensure that all of our learners are able to face new challenges with confidence, in a Christian learning environment where informed risk taking and a resilient attitude are welcomed, encouraged and achieved.

Our positive and enthusiastic approach to teaching and learning will motivate every person. Each will know that they are uniquely loved by God. We will continue to enjoy our learning and reflect on our efforts and achievements, inspiring us to always try our best.

Achieve

The children will be determined in their daily challenges, gaining confidence in their own ability, imagining what they could achieve with continued effort and commitment and working to fulfil the exclusive plan God has for each of them.

By fully engaging in all aspects of school, children will have had the opportunity to go on to become ambitious and competent individuals, always striving to achieve their full potential and positively participating in God's world.

Children's Mission Statement:





Equality Strand	Action	How will the impact of the action be monitored	Who is responsible?	Aims of the Equality Duty (Underline aim that applies)	Early success indicators
All	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities and issues relating to race, disability, religion and gender, e.g. Diwali, Eid, Black History Month, Cultural Days	Monitoring of reported incidents of bullying or harassment	SLT RE Team PHSE Lead	Eliminate unlawful discrimination Advance equality of opportunity <u>Foster good relations</u>	Increased awareness of different communities and issues relating to race, disability, religion and gender shown in PSHE folders and Prayer and Liturgy planning. Visitors into schools from a variety of backgrounds, culture, religion or disability. Black History Month will be celebrated across the school, with cross-curricular links to this and assemblies to raise awareness.
All	Promote positive images which reflect the diversity of the school and community in terms of race, gender and disability, for example in assemblies, books, publications and learning materials and in classroom/corridor displays.	Increase in pupil participation, confidence and positive identity – monitor through PSHE and Prayer and Liturgy	SLT PHSE Lead All staff	Eliminate unlawful discrimination Advance equality of opportunity <u>Foster good relations</u>	More diversity reflected in school displays across all year groups. A more diverse range of groups attending parent workshops, family fun events, etc.
All	Increase knowledge and understanding of others	PSHE folders behaviour incidents on	SLT	Eliminate unlawful discrimination	Building Learning Power will be being used in all classrooms,



	with different learning / physical / emotional / social needs.	CPOMS Responses in Prayer and Liturgy		<u>Advance equality of opportunity</u> <u>Foster good relations</u>	with children being able to articulate which 'learning muscles' they are using and why. Children are aware that all children learn differently, there is no 'right' or 'wrong' way. Children show empathy towards others. Children gain knowledge and understanding of how they learn, their emotional needs and their physical needs.
Age Disability	Encourage children to value all people in our local community.	Increased number of visitors to the school. Increased visits within our local community, e.g. local care homes, Holy Rood church and other places of worship. Children willingly volunteer for community activities. Children proactively seek out these opportunities. Catholic Social Teachings make links to local areas and the wider world.	SLT PSHE Lead Music Lead RE Lead	Eliminate unlawful discrimination Advance equality of opportunity <u>Foster good relations</u>	Older children will support lunchtimes in school, including Sports Leaders, School Council and Chaplaincy Leaders Volunteers to read / play instruments /take part in school and church services. Local people will have been invited to school functions, eg. Nativity, sports day.