



Equality Statement and Policy

Rationale for this Statement and Policy:

- We acknowledge the harm caused by racism, sexism and all other forms of group or individual discrimination on grounds of gender, religion, ethnicity, sexual-identity, age or special needs
- We acknowledge that it is within the personal capacity of all individuals in the school community (Patron, Principal, Teachers, SNAs, Other School Staff, Parents and children) to act either consciously or sub-consciously in a discriminatory manner
- We acknowledge that it is within the capacity of the Institution of our school to act either consciously or sub-consciously in a discriminatory manner.

In order to ensure that discrimination on grounds of gender, religion, ethnicity, sexual-identity, age or special needs does not occur in our school we undertake to:

- Reflect critically on an ongoing basis the possibility that we may have acted personally in a discriminatory manner
- Reflect critically on an ongoing basis the possibility that as an institution the school, the BoM, the Parents' Association, the teaching staff, the support staff may have acted in a discriminatory manner
- To monitor statistically and intuitively that all rewards, sanctions, opportunities, priorities, activities etc. are distributed in a manner that does not exclude one group or set of individuals in a discriminatory manner
- We undertake that the teaching staff, the BoM, the Parents' Association agree to undertake training, to read widely and to discuss openly issues of discrimination at all school-structured (staff meetings, BoM meetings, policy meetings, in-service training) and informal meetings (staff room)
- We undertake to review and rewrite any school policy that is facilitating any form of discrimination
- We undertake to prioritise the teaching of anti-racism in our class work across all the curricular areas, and as outlined in the Intercultural Guidelines document.
- We agree to make anti-racism a component of our school's citizenship project as defined by our Ethos, our Learn Together programme, our Critical-Multiculturalism Policy and Human Rights Education initiatives and future initiatives such as Student Councils.