St. John Vianney School

Steps to Independence & Education for Life

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National Autistic Society | Autism Specialist Award Advanced 2025

SAINT JOHN VIANNEY R C SCHOOL

THE MISSION STATEMENT OF
SAINT JOHN VIANNEY SCHOOL

At St John Vianney School we celebrate the uniqueness of every child and the God given gifts they bring each day to our learning community.

Inspired by the example of Jesus Christ we are a school where every child and young person is highly valued and encouraged to give their best.

Building on our Roman Catholic foundations we aim to foster an engaging, nurturing and safe environment, within which our children thrive and achieve their full potential.

Our St John Vianney family is dedicated to fostering independence and educating resilient, lifelong learners, who are empowered to enrich their own lives and those of others.

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St John Vianney Equality Objectives Statement

Statement of intent

At St John Vianney School we welcome our duties under the Equality Act 2010.

The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, member of staff or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity/paternity.
- Marriage or Civil Partnership

St John Vianney School aims to promote pupils' spiritual, moral, social, and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. St John Vianney School is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

St John Vianney School recognises that certain groups in society have historically been disadvantaged on account of discrimination they have faced on the basis of their race, gender, disability, marriage or civil partnership, religion/belief, sexual orientation, age, or pregnancy and maternity.

The school has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the school determines its equality objectives.

This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the St John Vianney School community and workforce.

1. Legislative framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- Data Protection Act 2018
- The UK General Data Protection Regulation (GDPR)

1.2. The Equality Act 2010, (the Act), provides a modern, single legal framework with three broad duties:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

1.3 This policy operates in conjunction with the following school policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedures Policy
- Grievance Policy
- Data Protection Policy

1.4 St John Vianney School fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

1.5 A protected characteristic, under the Act, is as follows:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin
- Sex (including transgender people)
- Gender reassignment
- Maternity/paternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership (for employees)

1.6 The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to a benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

1.7 The responsible body for the school is the Diocese of Salford Trustees.

1.8 The school's liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

2 Principles and aims

2.1 We see all pupils and potential pupils, and their parents and carers, as of equal value, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

2.2 Our policies, procedures and activities will not discriminate, but must nevertheless, take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantages which people may face in relation to their race, gender, disability, religion/belief, sexual orientation or age.

2.3 St John Vianney School will promote race equality and have due regard to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

2.4 St John Vianney School will promote disability equality throughout the school, ensuring the equality of opportunity, eliminating unlawful discrimination, eliminating disability related harassment and encouraging full participation by people of disability in public life.

2.5 St John Vianney School will promote gender equality by eliminating unlawful discrimination and harassment, and promote the equality of opportunity between girls and boys, women and men.

2.6 Transgender people are explicitly covered by the gender equality duty. For the purposes of this policy, the term 'transgender' refers to an individual whose gender expression or identity is different from that traditionally associated with the sex they were assigned at birth. This school will respect the confidentiality of those seeking gender re-assignment and will provide a supportive environment within the social community.

2.7 St John Vianney School is opposed to all forms of prejudice and recognises that children and young people who experience any form of prejudice related discrimination may fare less well in the education system.

2.8 St John Vianney School will ensure that all staff comply with the appropriate equality legislation and regulations.

2.9 St John Vianney School will aim to ensure that admissions procedures will not discriminate in any way. Please note, however, that these are handled generally by the Local Authority Assessment and Review Officer of the LEAs we work with.

2.10 St John Vianney School will:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the Governing Body.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures support all employees and potential employees regardless of their race, gender, disability, religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy, maternity/ paternity.
- Work to remove inequalities and barriers that already exist.
- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in the public life of everyone, regardless of their race, gender, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the school, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, and showing appropriate support for pupils with additional needs, maintaining awareness of issues surrounding equalities.

3 Equality Objectives 2026-27

3.1 The school is committed to promoting the welfare and equality of all its staff, pupils and other members of the school community.

3.2 The school sees all members of the school community as of equal value, regardless of any protected characteristic. The school's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

3.3 The School's Equality Information and Objectives Statement sets out how the school is meeting the Public Sector Equality Duty and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the school website annually.

3.4 The school will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

Whilst continuously aiming to improve the implementation of equality-related policies and procedures, St John Vianney School has established the following objectives for the period June 2024-June 2028:

- We will analyse termly the holistic progress of specific pupil cohorts, (gender, ethnicity, SEND need etc) and put intervention plans in place where necessary. (AHT Teaching and Learning)
- We will analyse the attendance of pupils of specific groups to ensure any gaps or barriers to attendance are addressed. (AHT- Attendance)
- We will annually review the provision for EAL pupils and ensure that the curriculum and wider school experiences are fully accessible. (SENDCo)
- We will employ a Pupil Premium Coordinator to maximise the use of Pupil Premium funding to reduce any gaps in performance of those deemed 'disadvantaged'. (AHT Finance and PP Coordinator)
- We will audit the involvement of minority group pupils in 'whole-school life', (clubs, residentials etc), and if required develop strategies to address issues that are identified. (AHT- Pastoral)
- We will review annually the provision for pupils and staff with physical disabilities and mobility issues and ensure that all curriculum and wider school experiences are fully accessible. (KS Coordinators)
- We will ensure that all building development work, with particular reference to the School new build project, provides equality of access and resource for the whole school community and meets the emerging individual needs of all pupils and staff of SJV. (HT)
- We will termly, analyse trends in behaviour records to reduce the incidences of prejudice-related bullying and language in relation to the protected characteristics listed in the Equality Act 2010. (SLT)
- We will promote further cultural development and understanding through the provision of a diverse range of experiences, both in and beyond the school, which all members of the SJV School community are able to access. (SLT)

3.5 The school will regularly review the steps being taken and the progress made towards the achievement of these objectives and, in line with the specific duties of the PSED. Objectives are reviewed annually prior to policy updates through SLT meetings, informing any possible changes or amendments to future objectives.

4 Roles and responsibilities

4.1 The Governing Body will:

- Ensure that St John Vianney School complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives at least every 4 years commencing on the date of the last publication (June 2024). Additionally update and publish any relevant information annually to demonstrate school compliance with the Public Sector Equality Duty (PSED).

- Ensure that St John Vianney School policies and procedures are developed and implemented with appropriate equality impact assessments informing future planning.
- Ensure the School's Admissions Policy does not discriminate in any way.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
- Proactively recruit high quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

4.2 The Headteacher of St John Vianney School will:

- Implement and champion the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Ensure that all parents, visitors and contractors are aware of, and are in compliance with, the provisions of this policy.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment, or bullying, in line with DfE guidance.
- Report on the progress of implementing the provisions of this policy to the Governing Body.

4.3 Employees of St John Vianney School will:

- Be mindful of any incidence of harassment, or bullying, in the school.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the Headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass, or discriminate in any way.
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

4.4 Pupils at St John Vianney School will:

- Not discriminate, or harass, any other pupil or staff member.

- Actively encourage equality and diversity in the school by contributing positively to their cultural experiences.
- Report any incidences of bullying or harassment, whether to themselves or to others, to an appropriate member of the school staff.
- Abide by all the school's equality and diversity policies, procedures and codes.

5 Collecting and using information

5.1 In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the school's legal obligations.

5.2 The school will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.
- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

6 Gender reassignment

6.1 The Act ensures legal protection against discrimination, (direct or indirect), for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

6.2 A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing, or has undergone a process, (or part of a process), for the purpose of reassigning the person's sex by changing physiological, or other attributes of sex.

6.3 All members of staff and pupils have a right to privacy, which includes the right to keep one's transgender status confidential. School staff should not disclose information that may reveal a child, or other staff members, transgender status without the explicit permission of the child and parent(s)/SLT member.

6.4 In consultation with the pupil, a staff member will be identified in whom any transgender child can confide and who can deal with any issues that may arise.

6.5 A glossary of terminology related to the transgender field can be found on the Gender Identity Research and Education Society website.

7 Uniform/dress policy

7.1 The Equality Act does not deal specifically with school uniform, hair colour and style, or the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of pupils applies here in relation to other aspects of the school policy.

7.2 St John Vianney School will ensure that its uniform policy does not discriminate because of race, gender, disability, religion/belief, sexual orientation, or age.

7.3 St John Vianney School will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important school policies.

7.4 The School has clear expectation on standards of staff professional appearance, as outlined in the Staff Code of Conduct. Staff members retain the right to appeal against a decision on the acceptability of their appearance using St John Vianney's grievance procedure.

8 Curriculum

8.1 All pupils will be entitled to access a curriculum and teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the school will take every opportunity to promote and advance equality.

8.2 St John Vianney School will develop and review annually an appropriate 5-19 curriculum for all its pupils.

9 Promoting equality

In order to meet our objectives, St John Vianney School has identified the following priorities:

9.1 To increase access for children and young people with disabilities to the school curriculum and take necessary steps to meet pupils' needs by using a variety of approaches and planning 'reasonable adjustments' for its pupils. This will enable our pupils to take as full a part as possible in the activities of the school eg to provide additional resources/ aids that are directly related to SEND needs.

9.2 To ensure that all pupils are able to take part in extra-curricular activities and residential visits. The school will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a 'protected characteristic'.

9.3 To ensure that all forms of prejudice-motivated bullying or language is taken seriously and dealt with fairly and firmly.

9.4 To design differentiated schemes of learning to meet the abilities and learning styles of all pupils eg adapt the delivery of written information to ensure it is accessible to our children and young people.

9.5 To enforce a clearly defined disciplinary and behaviour management system.

9.6 To ensure there is adequate access for all to the physical environment of the school.

9.7 To plan on-going events to raise awareness of equality and diversity, seeking the views of advisory staff, outside agencies and local schools to support us in this aim.

9.8 To maintain regular training for all staff to ensure they are aware of the processes for reporting and monitoring incidents of bullying and prejudice.

10. Addressing prejudice-related incidents

10.1 The school is opposed to all forms of prejudice. The school will ensure that pupils and staff are aware of the impact of prejudice. The school will address any incidents immediately and, where appropriate, report them to the home Local Authority and the Diocese of Salford. Where pupils are found to be using discriminatory language or behaviour Senior staff will support them, post incident, through restorative practice, ensuring the pupil has a clear understanding of their own behaviour and our expectations as a school.

10.2 St John Vianney School is opposed to all forms of prejudice and we recognise that pupils and staff who experience any form of prejudice-related discrimination may fair less well in the education system.

10.3 St John Vianney School will ensure that pupils and staff are aware of the signs and impact of prejudice in order to prevent any incidents from occurring.

10.4 If incidents still occur, the school will address them immediately and report them to the Local Authorities we work with and Salford Diocesan Safeguarding Coordinator.

11. Complaints procedures

11.1 St John Vianney School aims to resolve all complaints at the earliest possible stage and is dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the school provides.

11.2 The school will adhere to the Complaints' Policy to ensure a straightforward, impartial, non-adversarial process, that allows a full and fair investigation, respects confidentiality and delivers an effective response and, appropriate redress. If a complainant has completed the school's process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Complaints' Procedures Policy.

11.3 The school works to develop good professional relationships between colleagues; however, we understand that sometimes conflicts may arise. Through maintaining open communication, we want our employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the school's Grievance Resolution Policy and Procedure.

12 Monitoring and review

12.1 St John Vianney School will review this policy annually to ensure that all procedures are up-to-date.

12.2 The policy will be monitored and evaluated in the following ways:

- Individual attainment data
- Equal opportunities recruitment and HR data

- Ofsted and other inspection judgements on equality and diversity
- Incident records related to behaviour; harassment and bullying

12.3 Any changes made to this policy will be communicated to all members of staff.

Appendix

St John Vianney Equality Objectives Statement

At St John Vianney we welcome our duties under the **Equality Act 2010**.

The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity/paternity.
- Marriage and civil partnership.

St John Vianney School aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

St John Vianney School recognises that certain groups in society have historically been disadvantaged on account of discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

Our Equality Policy outlines a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the St John Vianney school community and workforce.

How we aim to eradicate discrimination

At St John Vianney we believe that a greater level of success from pupils and staff can be achieved by realising and celebrating the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

- Rewarding positive behaviour

We are committed to the teaching of a balanced and fair curriculum. Within the curriculum, we believe that our children and young people should be exposed to ideas and concepts that, at times, may challenge their understanding, in order to help ensure that they learn to become more accepting and inclusive of others. Delivery of such ideas and concepts will always be done in a considered and supportive way. Nonetheless, we will always respect the right of parents to withdraw their children from classes, which they feel may pose a conflict to their own beliefs and values.

Dealing with prejudice

At St John Vianney we do not tolerate any form of prejudice-related incident. Whether direct or indirect, implicit or tacit, we consider and deal with discrimination against all members of our school with veracity and rigour. When an incident is reported, through our thorough reporting procedures, our school is devoted to ensuring appropriate action is taken and a resolution put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of and empathetic of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive in their attitudes and approaches.
- Aware of what constitutes discriminatory behaviour.

St John Vianney School employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

St John Vianney School employee's will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example and role model correct behaviours and attitudes.

Equality and dignity in the workplace

At St John Vianney School we do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity/ paternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of our school community. All staff members are obliged to act in accordance will the school's policies relating to equality.

We will ensure that no staffing/HR considerations are the result of prejudice. Additionally, all disciplinary procedures are non-prejudicial, whatever the outcome of the process.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community, helping our children and young people on their journey to adulthood and the understanding the responsibilities that they should share as supportive, participating members within a caring society.

The school's **Equality Policy** further outlines St John Vianney's stance regarding equality.