

Equality and Diversity Update



St. Catherine's
RC Primary School

At St. Catherine's RC Primary School, we are committed to ensuring equality of opportunity for all children, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. This is in accord with our Christian values that state that everybody is made in the image and likeness of God and equally loved and valued by God whose Son Jesus became a human being just like us.

We strive to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

At the beginning of 2021, St. Catherine's staff and governors organised an Equality and Diversity working group, open to all staff and parents with the aim of discussing equality and diversity at St. Catherine's and how to continue on our journey to ensuring equity in our school.

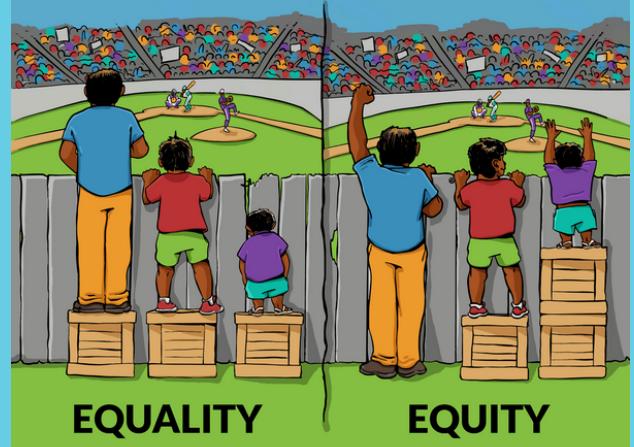
A range of topics were discussed, celebrated and debated and members of the group shared different ways in which they have improved equality and diversity within their work places.

Alongside this, members of the group analysed our 2021 Equality and Diversity parent survey results, looking at trends and how we can use the information to continue to improve our school curriculum and further developer our wider opportunities for our children.



So, what's happened since?

This newsletter aims to give you a 'snapshot' of some of our recent work to further develop and celebrate equality and diversity throughout our school.

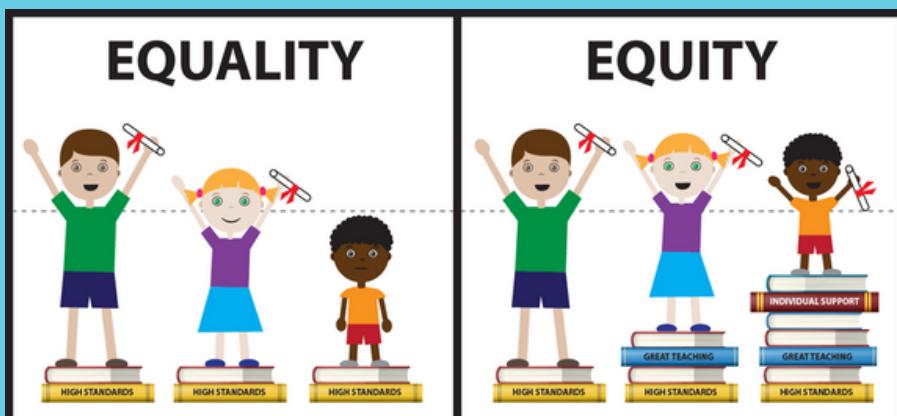


2021 Equality and Diversity Survey

Our 2021 Equality and Diversity Survey results were useful in identifying areas to prioritise for further development. The majority of people said that St. Catherine's is an inclusive environment for all, however, we recognise that we must continue to do everything we can to ensure every child and their unique qualities are celebrated and loved.

Development points we identified included:

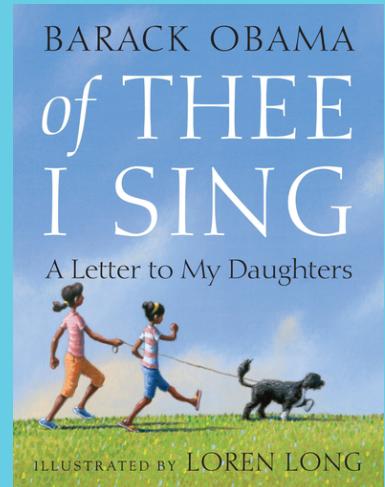
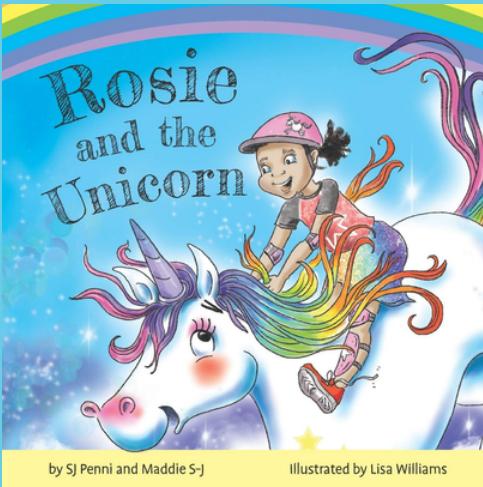
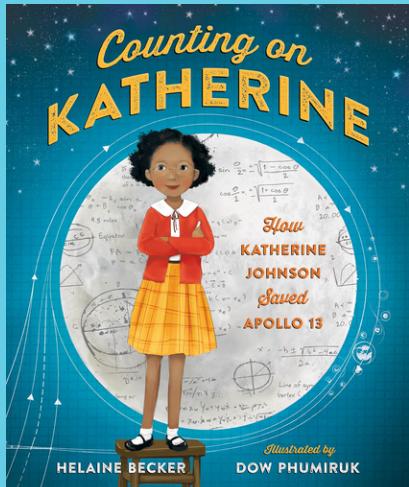
- to ensure children know the world is a diverse place and that all are loved and equal
- to ensure children see a diverse range of role models throughout our curriculum
- to continue to develop the promotion of race and gender equality
- to develop an understanding of equity
- to focus further on protected characteristics, including LGBT, and how we ensure inclusivity within all areas



Curriculum Changes

Staff at St. Catherine's have worked with our children to make a number of changes to our curriculum to ensure children are able to celebrate equality and diversity through all aspects of their learning. Changes have included:

- Working with St Mary's in Moss Side to re-write our Geography and History curriculum, with a focus on developing further diversity
- Changing some of our key historical figures within our Topic curriculum to ensure a diverse range of people are celebrated and learned about
- Learning about Black History, including through celebrating Black History Month, including inviting a range of visitors and speakers into school, and a focus on British Black History
- Changing some of the texts in our English curriculum to ensure an increased range of diversity across texts
- Wider study of different faiths, including the study of early Islamic civilisation in Upper Key Stage Two
- Changes to our Science learning to include learning about a diverse range of scientists when covering different units of the Science curriculum
- Learning about a diverse range of musicians, performers, composers and music styles within our Music curriculum



Black History Month

In October, we celebrated Black History Month. Black History Month gives everyone the opportunity to share, celebrate and understand the impact of black heritage and culture, with a particular focus on British Black History.



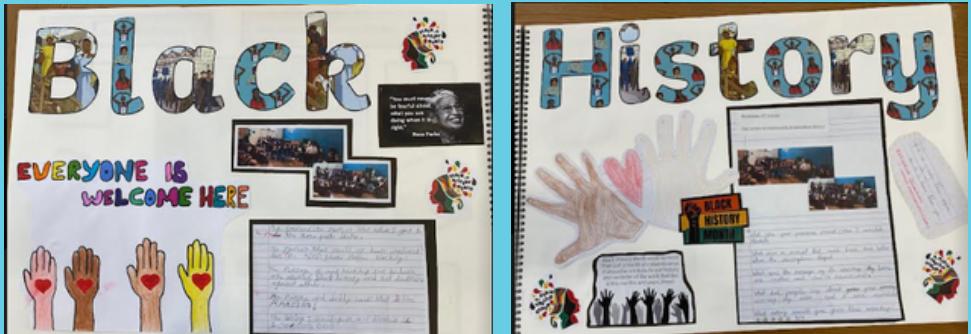
Sally Penni, MBE, local mum, author and barrister, visited children from Reception to Year 6 to talk about British Black History and diversity within the books she has written. Children got to see some of Sally's books and her special knitted dolls and each class was gifted with one of Sally's books to read in class.

Alex Williams, MBE, former Manchester City player, visited children in Year 5 and 6 to talk about discrimination within football and the work he has done with young Mancunians.



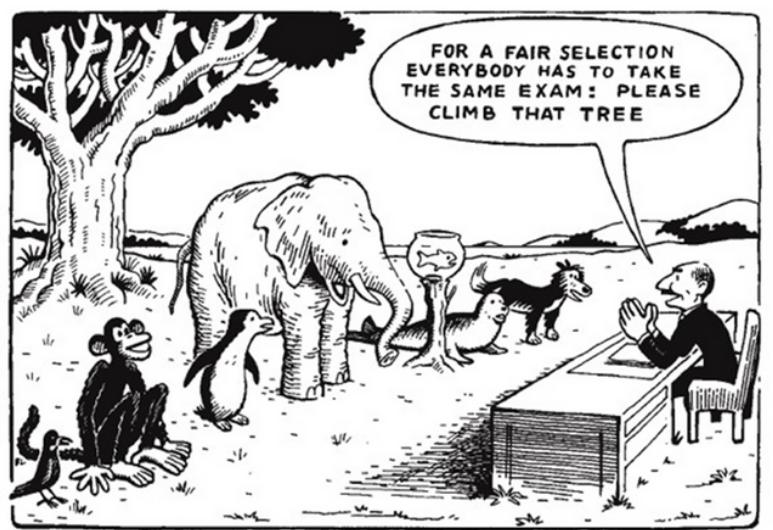
Class 7 children led their class worship on the theme of Black History Month and spread lots of important messages to our children and families.

Children showed off their Black History Month learning in their Catholic Life books.



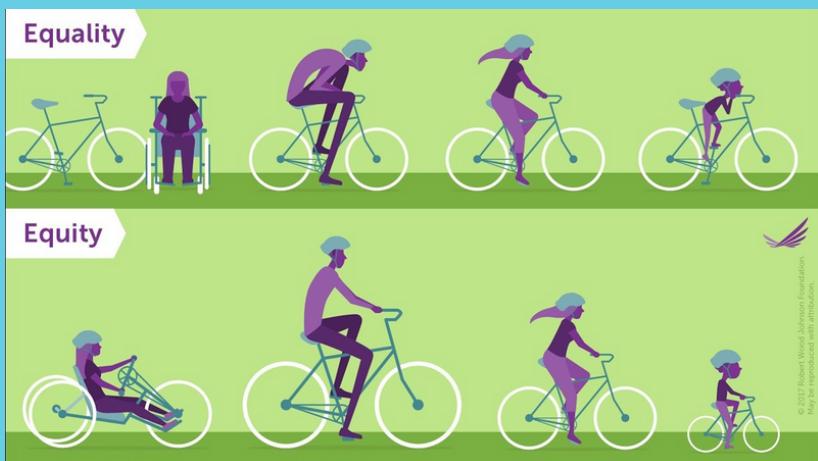
Equality Versus Equity

Children at St. Catherine's have been learning about the difference between equality and equity, including during our school worship time. Take a look at some of our learning below!



Miss Quiliggotti led a fun experiment where some children had to wear her shoes, which were too big for most children! Miss Quiliggotti said she felt she'd treated everyone equally by giving them the same size shoes. The children realised that we need to be equitable and give everyone shoes that fit their feet to be fair.

This cartoon helped us to realise that treating everyone exactly the same isn't always what is fair. We need to strive for equity instead of equality.



This image of four people on bikes helped children to understand the difference between equality and equity and why equity is so important.

Links to the United Nations Convention of the Rights of the Child

As a Rights Respecting School with the UNICEF RRSA Gold Award, we always ensure we link our learning to children's rights. We learn all about how all children should have access to every right, however, there are some children in our country and around the world who do not currently have access to some of their rights and that this is not acceptable.

Article 2

The Convention applies to everyone: whatever their race, religion or abilities, whatever they think or say, whatever type of family they come from.

Article 29

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 14

Every child has the right to think and believe what they want and to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights of parents to give their children information about this right.



All of our classes have their own Rights Respecting charter to commit to ensuring access to children's rights for all in school.

Where next?

Phase One of our Equality and Diversity improvements concluded in the Spring Term this year, where topics and themes from the Equality and Diversity working group were presented to senior leaders and governors to look at continued long-term and sustained improvements at St. Catherine's.

Equality and Diversity is now on the agenda of each governing body committee and the Full Governing Body, to ensure that equality and diversity remains a key school focus and that substantial and sustained change continues to be promoted and encouraged throughout the school.

We continue to access staff training to support adults in our school in promoting equality and diversity in all areas so that we can support our children to do the same.

We also continue to carefully choose our theme days and weeks to ensure we provide a range of opportunities to celebrate our differences, including: International Languages Day; Black History Month; Anti-Bullying Week; Mental Health Awareness; Other Faiths Weeks and more.

We will continue to take big strides forward in our journey for many years to come to ensure that the education and experiences our children receive are of the highest quality possible and this includes ensuring that all of our children celebrate equality and diversity in every aspect of their education and throughout their lives.

