

**ST. ANNE'S CATHOLIC PRIMARY SCHOOL, BUXTON**  
**EQUAL OPPORTUNITIES STATEMENT 2013**

We believe that every person is uniquely created in the image and likeness of God, and we therefore accord equal value to all staff and children at our school.

The Governors have adopted the full suite of Catholic Education Service model policies, covering Sickness Absence, Disciplinary, Grievance Resolution, Capability and Appraisal Procedures for staff and the Derbyshire County Council Personnel Handbook for all other personnel matters, in order to ensure that they fulfil their obligations regarding equal opportunities. Where any policy appears in both documents, then the C.E.S. document will take precedence. The Governors have also agreed to take into account the Diversity and Equality Guidelines issued by the Catholic Bishops' Conference of England and Wales.

The Governors expect the Headteacher and staff to ensure that all our children have equal access to materials that are unbiased, and that they experience equal opportunities, regardless of gender, race or culture.

The Governors expect all staff to challenge any discriminatory practice or instances of harassment. Our ultimate aim should be to provide a happy, caring environment, based on Christian values, for the whole school community.

**Reviewed April 2001**

**Reviewed June 2006**

**Reviewed June 2007**

**Reviewed 2009**

**Reviewed June 2010**

**Reviewed July 2011**

**Reviewed June 2012**

**Reviewed June 2013**