

St Margaret's RC Primary Parent Council Equalities Rep

As a Catholic school, the values of the Gospel permeate all aspects of school life. God's message of love, tolerance and respect for the individual is central to the school community including the Parent Council.

The Parent Council has an important part to play in developing positive relationships between all in the school community, children, young people, staff and parents, driven by the 4 Rs: Relationships, Rights Respecting, Resilience, Restorative.

The role of Equalities Rep is central to the Parent Council's ability to work collaboratively and constructively with the school, supporting it to upholding the below values:

- All people are made in the image and likeness of God, and are deserving of dignity and respect
- All learners are of equal value.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- All pupils and staff have the right to feel happy, safe and included. St Margaret's RC Primary supports every young person to achieve and attain their very best.
- We actively foster good relations between diverse groups and individuals, respect individuality and celebrate diversity.
- We are committed to promoting equality of opportunity for all and we work actively towards eliminating all forms of bullying, prejudice and discrimination. We challenge inequality and promote inclusive, nurturing environments.
- We recognise the effects that bullying, prejudice and discrimination can have on a child or young person's feelings of worth, on their health and wellbeing and on their school-work.
- We provide opportunities for success through a variety of curricular and extra-curricular options and pathways.
- We encourage creativity and support our young people to build the skills and resilience they need for the future.
- We have the courage to aspire to the very best we can be. We belong to our school and we are very proud of our school and learning community.
- We use restorative approaches to repair and strengthen relationships between staff and pupils within our whole school community.

According to Education Scotland¹, Specific cases [of individual children] are out with the Parent Council remit but the general arrangements for sharing information, involving and supporting parents should be considered to ensure that the needs of parents of children

¹ <https://education.gov.scot/parentzone/Documents/parent-councils-member-information.pdf>

with additional support needs are taken into account when priorities are developed. The role of Equalities Rep will be to support the Parent Council in sharing information and involving and supporting parents of all children to ensure that needs are taken into account when priorities are developed.

Aims of Equalities Rep Role:

- Works effectively in conjunction with the school to support families
- Liaise with the parent body to bring general questions/observations to the attention of the Parent Council and school management when necessary
- Submit agenda items for the equalities segment of the PC meetings, in advance to enable constructive discussion at meetings
- Ensure priorities for the year take the needs of ALL children into consideration
- Ensure that PC and extracurricular activities are inclusive
- Work with the Church Rep to ensure that particular challenges are taken into account when children are attending church or preparing for sacraments.
- Raise awareness of the needs of different groups among the school community
- Take part in the equalities group run by the school.
- Play a part in welcoming and supporting new parents to the school, particularly where there may be specific challenges with settling into the school community (e.g. additional needs, English as a second language, joining from outside the local area).
- Look for learning opportunities to increase understanding throughout the school community of the challenges faced and contribution to be made by different groups
- Organise or ask the school to organise information/advice sessions where appropriate
- Manage expectations and ensure that the parent body are aware that the Parent Council cannot discuss individual issues² making sure parents are aware of the most appropriate routes to discuss/address issues for their child and signposting to other sources of support, outside that available through school, where appropriate

² <https://education.gov.scot/parentzone/Documents/parent-councils-member-information.pdf>