

# All Saints Catholic College



## Equality Policy

Approved by Governors:

29 September 2022

Date to be reviewed:

Autumn 2024

## **LEGAL DUTIES**

As an academy, we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment, victimisation and other prohibited conduct;
- advance equality of opportunity;
- foster good relations.

We understand the principles of the Equality Act 2010, and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the groups listed below:

- age (for employees, not for service provision)
- disability
- race
- gender reassignment
- maternity and pregnancy
- religion and belief
- sexual orientation
- marriage and civil partnership.

In order to meet our general duties as listed above, the law requires us to carry out some specific tasks to demonstrate how we meet these. These are to:

- Publish equality information — to demonstrate compliance with the general duty across the college's functions. (We will not publish any information that can specifically identify any individual).
- Prepare and publish equality objectives, which we will review every 4 years. We will consult all our stakeholders in the development of our equality objectives, and will report on the progress made against our objectives on an annual basis

In order to do this effectively, we will collect data which is related to the protected characteristics detailed above, and will analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data which relates to the context of our local community, including hate crime data and demographic information. In relation to school provision, we will pay attention to the following functions:

- Admissions
- Attendance and Attainment
- Exclusions
- Prejudice related incidents.

Our objectives will detail how we will ensure that equality is applied to the services listed above. However, where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity.
- Foster positive attitudes and relationships, and a shared sense of belonging.
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely.
- Strive to ensure that society will benefit.

### **OUR MISSION STATEMENT**

We are a Catholic community dedicated to providing an excellent education to all of our pupils so that they fulfil their ambitions and exceed their expectations.

We work together as a family through mutual respect, so that everyone succeeds academically and grows spiritually.

### **OUR EQUALITY OBJECTIVES**

In accordance with our Mission Statement we pledge to:

Respect the equal human rights of all within our community.

To positively promote equality and diversity.

To tackle the barriers which could lead to unequal outcomes for identified groups of pupils.

To educate pupils about equality.

To respect the equal rights of our staff and other members of the school community.

To be aware that it is illegal to discriminate by association.

We will promote community cohesion at school on local, national and global levels. We will compare our college community to its local and national context, implementing any necessary actions as appropriate.

## **ADDRESSING PREJUDICE-RELATED INCIDENTS**

All Saints Catholic College is opposed to all forms of prejudice, and we recognise that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice, in order to prevent any incidents from occurring. However, if any incidents do still occur, these will be addressed immediately. These will be reported, in addition to which support will be accessed as necessary.

## **RESPONSIBILITY**

We believe that promoting equality is the whole school's responsibility, as detailed within the table below.

<b>School Community</b>	<b>Responsibility</b>
Governing Board	<p>Ensuring the college's compliance with all duties, as set out in the Equality Act 2010.</p> <p>Involving and engaging the whole school community in identifying and understanding equality barriers, and in the setting of objectives to address these.</p> <p>Monitoring the progress towards achieving equality objectives.</p> <p>Publishing data and equality objectives.</p> <p>Ensuring that staff have access to appropriate training and resources.</p> <p>Providing equal employment opportunities for all staff and complying with all relevant employment and equalities legislation and regulations. Considering the use of Equality Impact Assessments (EIAs) and Data Protection Impact Assessments DPIAs where relevant.</p>
Head Teacher	<p>As above, including:</p> <p>Promoting key messages to staff, parents and pupils about equality, particularly in relation to both what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensuring that the whole school community receives adequate training to meet the needs of delivering equality, including pupil awareness.</p> <p>Ensuring that all staff are aware of their responsibility to record, report and respond appropriately to prejudice-related incidents.</p> <p>Ensuring that reasonable adjustments are made where legally required.</p> <p>Dealing with any form of discrimination, harassment, victimisation or bullying immediately, taking appropriate action under the college's disciplinary policy and procedure.</p>
Senior Management Team	<p>To support the Headteacher as detailed above.</p> <p>Ensuring fair treatment and access to services and opportunities.</p> <p>Ensuring that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Completing EIAs at required stages, such as when undergoing a restructure or significant change to a service, to ensure that a change does not unlawfully discriminate against any group of staff based on their protected characteristic and that any potential negative impact is minimised.</p> <p>Carrying out DPIAs before implementing a new technology that is likely to result in a high risk to the rights and freedoms of individuals.</p>

Teaching Staff	<p>Helping to deliver the right outcomes for pupils.</p> <p>Upholding the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Designing and delivering an inclusive curriculum.</p> <p>Ensuring that teaching staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understanding that any behaviours which are deemed to be unacceptable and a contravention of the Equality Policy will be dealt with as a disciplinary matter under the scope of the college's Disciplinary Policy and procedure.</p>
Support Staff	<p>Supporting the school and the Governing Board to deliver a fair and equitable service to all stakeholders.</p> <p>Upholding the commitment made by the Headteacher about how pupils and parents/carers can be expected to be treated.</p> <p>Supporting colleagues within the school community.</p> <p>Ensuring that staff are aware of the responsibility to record, report and respond appropriately to prejudice-related incidents.</p> <p>Understanding that behaviours which are deemed to be unacceptable and a contravention of the Equality Policy will be dealt with as a disciplinary matter under the scope of the college's Disciplinary Policy and procedure.</p>
Parents/Carers	<p>Taking an active part in identifying barriers for the school community and in informing the Governing Board about any actions that could be taken to eradicate these. Taking an active role in supporting and challenging the school, in order to achieve the commitment given to the school community to tackle inequality and achieve equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality. Upholding the commitment made by the Headteacher about how pupils, parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Taking an active part in identifying barriers for the school community. Informing the Governing Board about any actions that could be taken to eradicate these. Taking an active role in supporting and challenging the school to achieve the commitment made to the school community to tackle inequality and achieve equality of opportunity for all</p>

We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives, by publishing them on the school website.

### **BREACHES**

Breaches of this policy will be dealt with in a similar way to breaches of other college policies, as determined by the Headteacher and Governing Board.

### **MONITOR AND REVIEW**

Every four years, we will review our objectives in accordance with any changes in our college profile. Our objectives will sit in our overall school improvement plan, and will therefore be reviewed as part of this process.

This Policy will be reviewed by the Academy on a 4-yearly cycle and must be signed by the Chair of Governors and Headteacher.