

All Saints Catholic College



Equality Policy

September 2020

Version and Date		Action/Notes
1.0	Sept 2020	

EQUALITY STATEMENT

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 principal of the act 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, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information — to demonstrate compliance with the general duty across its 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 e Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and 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 relating 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 e Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure 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 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, local, national and global levels, comparing our college community to its local and national context and implementing necessary actions as appropriate.

Addressing Prejudice Related Incidents

This school/academy is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair 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. If incidents still occur, we address them immediately and report them when we access support.

Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
Governing Board	<p>Ensure the school/academy is complying with all duties set out in the Equality Act 2010.</p> <p>Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</p> <p>Monitor progress towards achieving equality objectives.</p> <p>Publish data and publishing equality objectives.</p> <p>Ensure that staff have access to appropriate training and resources. Provide equal employment opportunities for all staff and comply with all relevant employment and equalities legislation and regulations. Consider the use of Equality Impact Assessments (EIAs) and Data Protection Impact Assessments DPIAs where relevant.</p>
Head Teacher	<p>As above including:</p> <p>Promote key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensure that all school community receives adequate training to meet the need of delivering equality, including pupil awareness.</p> <p>Ensure that all staff are aware of their responsibility to record report and respond appropriately to prejudice related incidents.</p> <p>Ensure reasonable adjustments are made where legally required.</p> <p>Deal with any form of discrimination, harassment, victimisation or bullying immediately, taking appropriate action under the College's disciplinary policy and procedure procedure.</p>

Senior Management Team	<p>To support the Head as above</p> <p>Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Complete thorough EIAs at required stages when undergoing a restructure or significant change to a service to ensure 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>Carry 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>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that 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>Support the school and the governing body in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that 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>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>
Pupils	<p>Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</p>
Local Community Members	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving 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's website

Breaches

Breaches to this statement will be dealt with in the same way that breaches of other school/academy policies are dealt with, as determined by the head teacher/principal and governing board.

Monitor and Review

Every four years, we will review our objectives in relation to any changes in our school/academy profile. Our objectives will sit in our overall school improvement plan and therefore will 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.

Policy Reviewed:	
Next Review:	
Signature of Chair of Governors:	Signature of Headteacher: