



Our Lady and St Chad Catholic Sports College



## SINGLE EQUALITY POLICY

### Mission Statement

We will work and learn through faith, prayer and trust in God.

We will be guided by the teaching of  
his Son Jesus Christ and the Church,  
in a school where, as we live in communion,  
we are empowered to respect ourselves  
and one another.

We will build a community where  
all have the confidence to make  
the choices which will enable us  
to become the best we can be.  
We will work to treasure creation  
with wisdom and wonder.

#### **This Equality Policy replaces the:**

- Race Policy
- Disability Equality Scheme
- Gender Equality Scheme
- Equal Opportunity Policy

#### **This policy should be read in conjunction with:**

- Schools Guidance and Framework on the Public Sector Equality Duty 2011
- Ofsted Inspection Schedule 2012
- Wolverhampton City Council Religious and Cultural Dress and Symbols Guidelines
- School Community and Cohesion audit
- Accessibility Policy and Plan
- School SEN policy
- School Behaviour and Anti-bullying policy
- School CPD policy
- School Performance Management Policy

- School New Arrivals policy
- School Inclusion policy
- School policy for the education of Children Looked after by the Local Authority
- School Admissions Policy

## **Purpose**

The purpose of this policy is to set out in details how Our Lady and St Chad Sports College intends to comply with the Equality Act 2010 along with outlining the school's approach to inclusion.

### 1. Aims and Objectives

At Our Lady and St Chad Catholic Sports College we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of **race, disability, sex, sexual orientation, gender reassignment, religion or belief, pregnancy and maternity, and age** for staff. We will adhere to the legal definitions of these protected characteristics as set out by the Equality and Human Rights Commission (EHRC) code of practice which can be found in annex A

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

The achievement of pupils will be monitored by race, sex, age and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Our commitment to equality flows from gospel values enshrined in our mission statement.

**“Equal opportunities is about justice. There can be no peace without justice. “Peace is the result of anxious daily care that each person lives her/his life as God intends.”**

Pope Paul VI

## **2. Mainstreaming equality into policy and practice**

Whilst the school operates equality of opportunity in its day to day practice which is highlighted throughout this policy, specific actions are set out in our policies for the curriculum, teaching, learning and assessment, in our self evaluation and in the School Improvement Plan.

### **Teaching and Learning**

We aim to provide all our pupils with the opportunity to succeed and to “be the best they can be”. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps, including providing targeted support where appropriate;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school population and local community without stereotyping and expose pupils to a range of thoughts and ideas;
- Promote gospel values which challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate and celebrate their own culture;
- Seek to involve all parents in supporting their child’s education
- Encourage discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Include teaching approaches which are appropriate for the whole school population, which are inclusive and reflective of our pupils.

We will do all of the above within the framework of a Catholic school where the teachings of the Church are explored and respected.

### **Admissions and exclusions**

Admissions are made through the Governing Body according to the co-ordinated Admissions Policy for a Catholic School.

Exclusion is used only as a last resort, in accordance with the behaviour policy. We closely monitor exclusions to avoid any potential adverse impact and ensure any disproportionality is identified and dealt with.

### **3. Equal opportunities for staff**

This section deals with aspects of equal opportunities relating to staff at Our Lady and St Chad Catholic Sports College.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However the new regulations do not diminish the rights of our Governing Body under section 60(5) School Standards and Framework Act 1998 to give preference, in connection with the appointment, remuneration or promotion of teachers at the school, to persons:

- Whose religious opinions are in accordance with the tenets of the religion or religious denomination of the school, or
- Who attend religious worship in accordance with those tenets, or
- Who give, or are willing to give, religious education at the school in accordance with those tenets.

Similarly, regard may continue to be had, in accordance with section 60(5)(b), in connection with the termination of the employment of any teacher at the school, to any conduct on his part which is incompatible with the precepts, or with the upholding of the tenets, of the religion or religious denomination of the school.

### **Employer Duties**

As an employer we need to ensure that we eliminate discrimination, victimisation and harassment in our employment practice and advance equality across all groups within our workforce.

Equality aspects such as age, sex, race, disability, sexual orientation, gender re-assignment, pregnancy and maternity and religion and belief are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff, which are monitored as part of the performance management process;
- Senior leadership team support to ensure equality of opportunity for all.

## **Equality and the Law**

Our Lady and St Chad Catholic Sports College will ensure it does not unlawfully discriminate against its pupils, prospective pupils, staff, job applicants or parents/carers in the performance of its duties, policies and practices.

Discrimination means treating someone less (or more) favourably than a “comparator”.

Harassment (which is one form of discrimination) means violating someone’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation means discrimination because of a previous complaint. We recognise that discrimination can occur in the following ways and we will actively work to alleviate it:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability including failure to make reasonable adjustments and provide auxiliary aids and services.
- Harassment
- Victimisation

## **Accessibility**

Our Lady and St Chad Catholic Sports College will comply with the Building Regulations and the Education(School Premises) Regulations 1999 and should be physically accessible to disabled pupils. We will plan to:

- Increase the extent to which disabled pupils can access the school curriculum;
- Improve the physical environment of the school to increase the extent to which disabled pupils can access education and associated services; and
- Improve access to written information which is provided to disabled pupils. This will be done within a reasonable period of time and in formats which take account of the views

expressed by the pupils and parents/carers about their preferred means of communication.

We will review our accessibility targets at least every three years. The targets can be found in the Accessibility Plan.

We will work actively to anticipate the needs of disabled staff and pupils and will ensure inclusion of disabled people by making reasonable adjustments. We will consider the following in deciding when a reasonable adjustment request can be made:

- How effective the change will be in assisting the disabled person
- Its practicality
- The cost
- The availability of financial support and
- Any safety issues

#### **4. The general equality duty and public sector equality duty**

From April 2011, The Equality Act 2010 introduced a single equality duty on all public bodies, including schools, which is extended to all protected strands – age, sex, sexual orientation, gender reassignment, race, disability, pregnancy and maternity, religion or belief. This combined equality duty, which replaces the three previous public sector equality duties, has three main elements. In the discharge of our functions, we will have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

Our Lady and St Chad Catholic Sports College will tackle discrimination by:

- (a) Recording and reporting all racist incidents and prejudice driven bullying incidents
- (b) Continuing to educate students about discrimination through the appropriate curriculum vehicles

Our Lady and St Chad Catholic Sports College is committed to advancing equality of opportunity by:

- (a) Removing or minimising disadvantages
- (b) Taking steps to meet the needs of pupils, parents/carers and staff
- (c) (c) encourage participation in any activity in which participation of protected groups is disproportionately low
- (d) Maintaining its commitment to equality of CPD opportunity

Our Lady and St Chad Catholic Sports College will foster good relations by:

- (a) Tackling prejudice and harassment including bullying, and
- (b) Promoting understanding between pupils from different backgrounds
- (c) Continuing to preach and live by the gospel values

In order to comply with the requirements of the public sector equality duty (PSED) we will:

**1. Collect school equality information annually (by 6<sup>th</sup> April 2012)**

Our Lady and St Chad Catholic Sports College undertakes routine quality monitoring of staff and pupils by race, gender, age and disability. We will encourage parents/carers and pupils to disclose whether they have a disability by undertaking the following activity:

- Asking applicants as part of enrolment
- Publicising the provision that is made for disabled people, or providing opportunities for students to tell tutors or other staff in confidence
- Creating a safe culture for disclosure

We will collect the following workforce information:

- The number of part-time/full-time staff and the race, gender, disability, and age distribution
- An indication of likely representation on sexual orientation and religion and belief, ensuring anonymity
- An indication of any issues for transsexual staff, based on our engagement with transsexual staff and voluntary groups
- Gender pay gap information
- Grievances

We will collect the following school information:

- Information gained through voice of the learner activities

- SEN and PLASC data
- Performance information on attainment and attendance
- Racist and bullying incidents data
- Exclusions and Special Personalised Learning Plans
- Access to key services monitoring data (admissions, school visits, extra curricular activities)
- Satisfaction rates produced from staff, pupils and parent surveys
- Complaints

## **2. Undertake engagement activity with protected groups annually**

Our Lady and St Chad Catholic Sports College will undertake engagement activity annually with protected groups. We will engage with:

- School council
- Parents' group,
- Providers of alternative provision
- Local parishes
- MAST and other Social Services agencies
- Partnership schools
- Community and LA representatives

Engagement activity will include:

- Surveys
- Informal feedback
- Council meetings
- Parents' information evenings
- Induction days and evenings
- Formal meetings

## **3. Identify and publish school equality and accessibility objectives by 6<sup>th</sup> April 2012**

Our Lady and St Chad Catholic Sports College will develop specific and measurable equality and accessibility objectives based on the information and evidence gathered. Objectives will meet all three aims of the general duty.



The equality and accessibility objectives will be reviewed in 2015. The objectives can be found in the Head teacher's report to Governors.

#### **4. Undertake equality analysis on the effects of school practices and policies**

Our Lady and St Chad Catholic Sports College will undertake equality analysis on all relevant school policies and decisions, as part of the school policy review process.

For full details of our response to the duty refer to the PSED framework which can be found in the Appendix.

### **Roles and Responsibilities**

#### **The role of governors**

The governing body has set out its commitment to equal opportunities in this policy and it will continue to do all it can to ensure that the school is fully inclusive to pupils and prospective pupils and responsive to their needs.

The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on grounds of the protected characteristics and will take all reasonable steps to ensure that the school environment gives access to people with disabilities and strive to make school communications as inclusive as possible for parents, carers and pupils.

The governors welcome all applications to join the school, whatever a child's socio-economic background, race, sex, disability, sexual orientation, religion or belief, gender reassignment or pregnancy.

The governing body ensures that no child is discriminated against whilst in our school on account of any of the protected characteristics and ensures that all reasonable adjustments are made for disabled pupils.

The governing body is liable for any breaches of the legislation. It is also liable for the actions of its employees and agents of the school unless it can show that it took all reasonable steps to prevent discrimination, harassment or victimisation taking place.

### **The role of the Head teacher**

It is the Head teacher's role to implement the school's Equality Policy and she is supported by the governing body in doing so.

It is the Head teacher's role to ensure that all staff are aware of the Equality Policy and that teaching and non teaching staff apply these guidelines fairly in all situations.

The Head teacher ensures that all appointment panels give due regard to the Policy, so that no-one is discriminated against when it comes to employment or training opportunities.

The Head teacher promotes the principle of equal opportunity when developing the curriculum and promotes respect for other people and equal opportunities to participate in all aspects of school life.

The Head teacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

### **The role of all staff: teaching and non-teaching**

All staff will ensure that all pupils and members of staff are treated fairly, equally and with respect and will maintain awareness of the school's Equality Policy.

All staff will strive to provide material that gives positive images and challenges stereotypical images.

All staff will challenge any incidents of bullying, prejudice, racism or homophobia and record any serious incidents, drawing them to the attention of the Head teacher.

Teachers support the work of associate staff and encourage them to intervene in a positive way against any discriminatory incidents.

Staff are personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is liable. However an employee is not liable in relation to disability discrimination in schools.

We will ensure that all staff fully understand our commitment to equality and inclusion and receive the necessary training and development to uphold their responsibilities.

### **Review of progress and impact**

This policy has been agreed by our governing body. We have a programme of review of school policies and their impact. In line with legislative requirements we will review progress against our Equality Policy annually and monitor our equality and accessibility objectives annually as part of school improvement planning.

We carry out regular assessment of pupils' learning and use this information to track pupil progress. As part of this process we regularly monitor achievement by ethnicity, gender and disability to ensure that all groups of pupils are making the best possible progress. We take appropriate action to address any gaps.

Date: \_\_July 2014\_\_\_\_\_

Date of review: \_\_July 2015\_\_\_\_\_

Member of Staff responsible: \_\_Miss Ellis\_\_\_\_\_

Signature (Head teacher): \_\_\_\_\_

Signature (Chair of governors) \_\_\_\_\_