



# Mount Carmel

## R.C. HIGH SCHOOL



### **Equality Objectives**

Last review date: July 2024 - Mr B Georgy

Next review date: July 2025 – Mr B Georgy

*A Family of Faith & Learning*

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against students or treat them less favourably because of their gender; race; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Marriage and civil partnerships and age are also 'protected characteristics', but do not apply to our provision for students.

Under the Act, the school is expected to comply with the Public Sector Equality Duty. This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy
- Publish Equality Objectives which are specific and measurable

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and outside visitors on our approach to promoting equality. We aim to raise the awareness and skills of all staff to promote fairness, equality and good relations which will be fully in line with our mission and vision as a Catholic school. We will ensure a warm welcome to all whatever their link to the school and we expect the highest of standards from all stakeholders.

Our Equality Objectives reflect the school's priorities and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

Our Equality Objectives are:

To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools showing -

- The raising of attainment of all pupils whatever their background including those classed as high achieving, pupil premium and SEN (measured and reported upon through the school improvement plan and self-evaluation process)
- The improving of teaching and learning across the school for all especially with regards to literacy and numeracy (measured and reported upon through the school improvement plan and self-evaluation process)
- The improvement of routines across the school with a particular focus on homework for all
- To address cultural diversity through an extended chaplaincy schedule that includes regular assemblies, liturgies, faith in action and links with the wider community (measured and reported upon through the school faith and community annual schedule and objectives documents which are evaluated and improved throughout the year)

The school will review its published equalities information and objectives annually and it will evaluate the impact of the actions it takes against these published objectives annually. Through this process staff and governors will ensure they are effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.