



St Cecilia's
R. C. High School

Discover • Develop • Rejoice

Equality Information & Objectives Policy

Reviewed: September 2023
Next Review Date: September 2024


'A cheerful heart is good medicine, but a crushed spirit dries up the bones'
(Proverbs 17:22)

Statement of intent

As a Roman Catholic School, St Cecilia's RC High School is fully committed to a policy of equality of opportunity and access in employment and education. We seek to create an environment where all members of our school community are treated with respect and are valued for the contribution each makes. As stated in the Second Vatican Council

“All human beings are endowed with a rational soul and are created in God’s image; they have the same nature and origin and, being redeemed by Christ, they enjoy the same divine calling and destiny The forms of social or cultural discrimination in basic personal rights on the grounds of sex, race, colour, social conditions, language or religion, must be curbed and eradicated as incompatible with God’s design.” (Gaudium et Spes)

The ethos and mission statement of the school support this Policy by countering stereotypes and prejudice and reducing the effects of discrimination.



St Cecilia's
R. C. High School

We believe that:

As individuals, we all come with God-given talents to **discover, develop and rejoice**. It is our responsibility to make sure we support the growth of our own talents and gifts, along with those of each other.

We celebrate God in all we do, say, think and achieve, as we strive to succeed.

When things go wrong, God's love will help us support each other to start again. We should never give up but should persist in the face of setbacks.

We all serve and build our community by showing respect for ourselves, respect for each other and respect for the world.

AN 'OUTSTANDING' CATHOLIC HIGH SCHOOL

DISCOVER | DEVELOP | REJOICE

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination • Advance equality of opportunity
- Foster good relations.

St Cecilia's RC High School recognises the importance of creating a positive environment for all its students and staff and is committed to making this a reality within the school community.

Legal framework

This Equality Policy has due regard to relevant legislation, including but not limited to, the following:

- Equal Pay Act 1970;
- Sex Discrimination Act 1975; • Race Relations Act 1976;
- Sex Discrimination Act 1986;
- Disability Discrimination Act 1995;
- Race Relations (Amendment) Act 2000;
- Employment Equality (Religion and Belief) Regulations 2003;
- Employment Equality (Sexual Orientation) Regulations 2003;
- Disability Discrimination Act 2005; Equality Act 2006; and
- Employment Equality (Age) Regulations 2006. We will make sure we meet all of our responsibilities under this legislation.
- Equality Act 2010

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'.

The body of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a student or potential student:

- In relation to admissions.
- In the way it provides education for students.
- In the way it provides students access to any benefit, facility or service.
- By excluding a student or subjecting them to any other detriment.

The school's liability not to discriminate, harass or victimise does not end when a student has left the school, but will apply to subsequent actions connected to the previous relationships between school and student, such as the provision of references on former students or access to "old students" communications and activities.

In order to meet our general duties, as listed above, the law requires us to do 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 child.
- Prepare and publish equality objectives – to do this we will collect data related to the protected characteristics as set out in the Equality Act (2010) and analyse the data to determine our focus for equality objectives. The data will be assessed across our core provisions as a school and include the following functions:
 - Admissions ○ Attendance ○ Attainment ○ Exclusions ○ Participation ○ Prejudice related incidents.

Our objectives will detail how we will ensure equality is applied across the whole of the school and where we find evidence that functions have a significant impact on any particular group we will include work in this area.

This Policy will be implemented in conjunction with the following school policies:

- Accessibility Policy
- SEND Policy
- Social, Emotional and Mental Health Policy
- Staff Wellbeing Policy

Aims of the Policy

To ensure all students:

- Have the opportunity to benefit from a broad and balanced curriculum and to participate in extra-curricular activities as organised by the school and partner agencies;
- Have an awareness and appreciation of the diversity of individuals within modern society and in particular of protected characteristics as set out in the Equality Act 2010;
- Understand the nature and impact of stereotyping of individuals and/or groups;
- Are made aware of the meaning and impact of prejudice/discrimination in the context of protected characteristics and equality of opportunities for all;
- Develop positive interpersonal skills that will support them within wider society;
- Helped to achieve their potential irrespective of protected characteristics.

To ensure all staff:

- Are selected for employment on the basis of fair judgement of their knowledge, experience, skills, abilities and aptitudes in relation to the employment needs of the school;
- Have equitable treatment in relation to pay and conditions of services and are given equal consideration for any opportunities for promotion or enhancement of pay; and

- Have equal access to development opportunities.

To ensure that Governors:

- Give consideration to equal opportunities issues in their consideration of budgets, staff deployment and curriculum; and
- Receive regular reports on the implementation of the policy.

Equality Objectives

In achieving compliance with the Equality Act (2010), objectives are reviewed and set annually. Based on thorough self-evaluation, detailed below are the school's current set of overriding objectives:

Objective Group	Objective
Quality of Education	<ul style="list-style-type: none"> • Further reduce the gap in both achievement and attainment between disadvantaged and nondisadvantaged students. • Continue to develop the integration of protected characteristics into curriculum plans and planned learning.
Behaviour and Attitudes	<ul style="list-style-type: none"> • Further reduce the gap in attendance for key groups including SEND and disadvantaged. • Promote and enhance community members understanding and celebration of diversity and protected characteristics.
Personal Development	<ul style="list-style-type: none"> • Continue to promote cultural understanding and awareness of different beliefs and life choices within the school community and beyond.
Leadership and Management	<ul style="list-style-type: none"> • Further consider and implement strategies to support female staff through the menopause.

Responsibility

St Cecilia's RC High believes that promoting equality is the responsibility of all within the school community. The school is committed to promoting the welfare and equality of all its staff, students and other members of the school community.

As a school we aim to eliminate discrimination and other conduct that is prohibited by the Equality Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it as well as fostering good relations between people who share a protected characteristic and people who do not share it.

All within our school community have a responsibility to implement and adhere to this policy as follows: Governors

- Ensure the school complies with the appropriate equality legislation and regulations.
- Meet its obligations under the PSED to publish equality objectives at least every four years.
- Ensure the schools policies and procedures are developed and implemented with appropriate regard to their impact on equality.

Senior Leadership Team

- Implementation of this policy and procedures.
- Promote key messages to staff, parents, and students about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.
- Ensure that the staff have appropriate skills to deliver equality, including student awareness.
- Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Ensure fair treatment and access to services and opportunities.
- Support the design and delivery of an inclusive curriculum. Teaching staff

Support the Senior Leadership Team as above including:

- Help in delivering the right outcomes for students.
- Deliver an inclusive curriculum.
- Uphold the commitment made to students and parents/carers on how they can expect to be treated.
- Record and report prejudice related incidents.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students progress and academic needs to ensure the appropriate support is in place.

Support Staff

Support the Senior Leadership Team, and teaching staff as above including:

- Support the school and governing body in delivering a fair and equitable services to all stakeholders.

- Uphold the commitment made by the Senior Leadership Team on how students and parents / carers can be expected to be treated.
- Support colleagues within the school community.
- Record and report prejudice related incidents.
- Abide by the school's policies and procedures.

Parents / Carers

- Take an active role in support the school to achieve the commitment given to the school's community in tackling inequality and achieving equality of opportunity for all.

Students

- Not discriminate or harass any other students or staff member
- Actively encourage equality and diversity in the school by contributing their cultural experience and values and supporting those of peers.
- Supporting the school to achieve the commitment to tackle inequality.
- Uphold the commitment of the Senior Leadership Team of expectations on how members of the school community are to be treated.
- Report any incidences of bullying or harassment.
- Abide by the school's policies and procedures.

Monitoring and Review

This policy and its implementation will be monitored and reviewed on an annual basis by the Governing Body and Senior Leadership Team.

The equality objectives will be monitored and reviewed annually and updated at least every four years.