

# ST DAMIAN'S RC SCIENCE COLLEGE



## Equality and Diversity Policy

<b>Approved by Governors:</b>	January 2023
<b>Date to be reviewed:</b>	annually

As a Roman Catholic school, St Damian's is conducted in accordance with the rites, practices and observances of the Roman Catholic Faith. Religious Education is given according to the doctrines and practices of the Roman Catholic Church.

This policy sets out the school's approach to promoting community cohesion, inclusion, equality and diversity. It covers disability, gender, faith, race, ethnicity and sexuality in response to the statutory duty of schools to publish an equality and diversity policy.

This policy has been produced taking into account all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. The Act refers to protected characteristics:

- Age (for staff only)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

St Damian's is an 11-16 school. Our school is a Catholic school and values the individual. Tolerance, mutual respect, honesty and co-operation are fostered in line with the school's mission statement across the curriculum.

We are committed to the development of the whole person (including students and staff) and are opposed to any example of discrimination. We strive to maximize the potential of members of the whole community regardless of gender, age, race, color, sexuality, faith, age or disability.

## **Aims**

- To provide a safe, secure environment where all members of the community can flourish, thrive and feel a sense of belonging in keeping with the school's Mission Statement.
- To ensure that all pupils within school understand and apply British Values
- Prepare children for life outside of the school as members of a diverse and cohesive society. Where all members of the community will be able to develop as active citizens on local, regional, national and international levels.
- All members of the community will respect and recognise the individuality and worth of members of different gender, religion, sexuality, disability, age, race and ethnicity.
- Plan to ensure that the whole school keeps abreast of new legislation and guidance in relation to equality and diversity.
- Ensure that inclusion is a thread that runs through activities and departments in the whole school and that all staff are aware of this philosophy.
- Monitor and provide non-discriminatory information about different groups based on data.
- Monitor, challenge, record and address effectively and appropriately any incidents arising with regard to any discrimination.

## **To achieve these aims we will:**

- Ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of all relevant improvement plans, procedures and policies.
- Collect and analyse available information and data without discrimination in relation to vulnerable minority groups across the whole school.
- Provide analysis in order to ensure all students are making at least expected progress in relation to suitable learning targets. Ensure that appropriate intervention be put into place if necessary in order to overcome any barriers to learning.
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity and a cohesive community.
- Employ system to maintain a high standard of behaviour and respect for others throughout the whole school. Ensure that any incidents of discrimination are recorded, monitored and addressed appropriately – information will be reported to other stakeholders where appropriate.

Admission to the school will be in keeping with published criteria which address any issues to be taken into consideration regarding SEN status, Looked After Children or the purpose of the school to provide an education to Roman Catholic Children.

## **Equal Opportunity in employment**

Vacancies will be advertised internally or externally as appropriate in order to allow equal opportunities to applicants who are likely to possess appropriate qualifications or relevant experience.

In relation to staff\* no job applicant or employee shall receive less favourable treatment because of his or her gender, sexuality, race, ethnicity, disability. They will not be disadvantaged by any other condition that can not be demonstrated justifiable.

All involved in the appointment of staff on behalf of the school will be made aware of the policy – there may be training provided if appropriate in order to ensure that all involved with its implementation receive necessary guidance and training.

\*staff refers to any employee whether full or part time or in temporary or permanent employment who acts on behalf of the school.

The governors do have a duty imposed upon them to preserve the character of this voluntary aided school. As part of this duty preference will be given to professionally competent applicants who are committed to the practice and teaching of the Roman Catholic Faith.

## **Leadership, Management and Governance**

### **Responsibilities - The Governing Body**

- Ensure that the school complies with this policy from its implementation.
- Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future plans.
- Ensure that they are informed of recording and reporting of incidents of discrimination at least annually.
- Follow the schools/Local Authority published admissions policies for the school.
- Have equal opportunities in staff recruitment, professional development and membership of the governing body.

## **Responsibilities - The Headteacher**

- To implement the policy, its strategies and procedures and ensure that all stakeholders are aware of this policy and have access to it.
- Ensure that all staff receives appropriate support and continued professional development.
- Actively challenge and take appropriate action in any cases of discriminatory practice.
- Ensure that any incidents of harassment or bullying are dealt with and recorded appropriately.
- Report to governors annually regarding any incidents, action in relation to equality and diversity.

## **Responsibilities - All Staff**

- Be vigilant in all areas of the school in relation to any type of harassment and bullying and ensure that appropriate and fair action is taken in relation to any incidents.
- Identify and challenge bias and stereotyping across the curriculum in keeping with the whole school mission statement and understanding that 'everyone is of equal worth'.
- Be a role model for pupils and treat all other staff and students with respect in keeping with the school's Mission Statement.

Breaches of the policy will be rigorously followed up using appropriate procedures and reported to the governing body/LA as required.

## **Policy Planning and Development**

Views of stakeholders will be taken into consideration in the implementation of this policy. There will be a systematic review of the impact of policies within an appropriate time scale.

## **Monitoring and Quality Assurance**

Target setting, reporting and analysis of data\* will continue to ensure that all students are supported in fulfilling their potential including those of any disadvantage or vulnerable minority groups.

The school will continue to develop their management information system and data analysis procedures and ensure that data is considered in respect of gender, faith, age, disability or Special Education Need, ethnicity, language and race. Quality assurance procedures for monitoring will be in keeping with agreed systems and evidence of implementation will be found in school improvement plans, lesson plans, schemes of work, school discipline records and data collection systems. Data collected will be used to inform further school planning, target setting and decision making.

This process will be continuously developed and monitored by the school's leadership team.

\* data will include achievement, attainment, behaviour incidents and action taken, learning targets set, attendance, exclusion and any other relevant information as appropriate.