



St Thomas More RC College

Policy:

Equality and Diversity Policy

This policy will be reviewed every 12 months

Author	J Kirk
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	Signature of member of Governing body	Date
Policy approved/ reviewed (delete as appropriate)		23 October 2019

Equality and Diversity Policy

Our Mission Statement

St Thomas More Roman Catholic College:

**is a group of believers united, heart and soul
in a COMMUNITY which recognises the worth and dignity of all people,
its COMMITMENT to developing fully the talents of all its members,
its COMMUNICATION of the Gospel values of peace, love, truth and justice,
its COMMUNION with our Lord and Saviour, Jesus Christ.**

St Thomas More RC College is a caring school that aims to provide a high quality education to all our pupils within a secure and inclusive environment. We aim to provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.

We will work to ensure that groups with protected characteristics are free from discrimination and harassment. We will celebrate and value the diversity of our school community and tackle barriers which could lead to unequal outcomes for identified groups, ensuring there is equality of access for all.

To fulfil our specific duties under the law we will publish and pursue equality objectives. The purpose of our objectives are to ensure that, in everything we do, the school promotes diversity and equality of opportunity, eliminates discrimination, and brings about positive change for all groups.

St Thomas More College undertakes to:

- meet its legal obligations under relevant legislation;
- treat everyone fairly, and with respect for their culture, values and beliefs;
- operate in an open and accountable fashion;
- encourage and enable the involvement of people in decisions which affect them.

What do we mean by equality?

We understand equality to mean treating everyone with equal dignity and worth, valuing their particular characteristics.

a) In accordance with our mission statement, we pledge:

- To respect the equal human rights of all our pupils
- 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

b) We will regularly assess our current school practices and implement all necessary resulting actions in relation to:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Age
- Marriage and civil partnership

The following is not a protected characteristic but it is advised that this is considered.

- Socio-economic background.

c) We will promote community cohesion at school, local, national and global levels, comparing our school community to its local and national context and implementing all necessary actions in relation to:

- Ethnicity,
- Religion or belief, and
- Socio-economic background.

d) We provide personalised and targeted support for pupils who are affected by LGBTQ and other issues.

e) Key staff:

J. Kirk – SENDCo and Deputy safeguarding Lead Email: j.kirk@stmcollege.org.uk

S. Lennie – LGBTQ lead Email: s.lennie@stmcollege.org.uk

H. Donnelly – Medical lead Email: h.donnelly@stmcollege.org.uk

Three Year Equality Objectives (last reviewed by the LA in 2017)

1. Ensure a shared vision and sense of belonging for all members of our school community and make the reasonable adjustments necessary to promote equal opportunity and equal treatment of everyone.
2. Help all appreciate and value the wide range of diversity of people's different backgrounds and circumstances.
3. Help all develop an understanding of the rights and responsibilities of being a citizen of the United Kingdom.

4. Ensure that all are treated fairly and equally and given comparable life opportunities.
5. Ensure that strong and positive relationships exist and continue to be developed in school and in the wider community.

Success Criteria: What we want to achieve:

1. Equal access for all learners to a rich, broad, balanced and relevant curriculum resulting in outstanding progress for all.
2. Equality of opportunity by ensuring that teaching, learning and curriculum promote equality, celebrate diversity and promote community cohesion by fostering good relations.
3. Elimination of any discrimination, harassment and victimisation resulting in comparable life chances for all.
4. Recognition and celebration of diversity within our community whilst promoting community cohesion.

Actions/Strategies

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within the school reflect these objectives.
2. Parents and Governors will be involved and consulted about the provision being offered by the school.
3. Reasonable adjustments will be made to ensure access to the premises.
4. All staff will ensure that their role takes account of these objectives and we will see the equity duty underpinning and reflected in all their activity.

The role of the Governors

Members of the Governing Body have corporate responsibility for ensuring that the school complies with all statutory and administrative requirements governing the use of public funds.

- 1) The Governing Body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that the school is fully inclusive, and responsive to future needs.
- 2) The Governing Body seeks to ensure that people are not discriminated against when applying for jobs at our school.
- 3) The Governors take all reasonable steps to ensure that the school environment gives access to all, and also strive to make school communications as inclusive as possible for parents, carers and pupils and the wider community.

- 4) The Governors welcome all applications to join the school, whatever a child's background.
- 5) The Governing Body ensures that no child is discriminated against whilst in our school.

The role of the Headteacher

- 1) Oversee the effectiveness of the objectives and decide on appropriate actions in response to any needs identified.
- 2) Ensure that all staff are aware of the Equality Objectives and that staff apply these guidelines fairly in all situations.
- 3) Ensure that all appointment panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.
- 4) Promote the principles of equal opportunity, respect for other people and equal opportunities when developing the curriculum and in all other aspects of school life.
- 5) Treat all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The role of all staff

- 1) All staff will be made fully aware of these objectives and must adhere to their requirements without exception.
- 2) All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equality Objectives.
- 3) All staff will strive to provide materials that give positive images and challenge stereotypical images.
- 4) All staff will challenge any incidents of prejudice and record any serious incidents, drawing them to the attention of the Headteacher.
- 5) Any employee who feels that they have grounds for complaint in relation to bullying, discrimination, harassment, or victimisation has the right to pursue their complaint through the relevant internal policies and procedures. All employees have a responsibility for their personal involvement with the practical application of this policy but specific responsibility falls upon leaders in their area of operation.

Review of Progress and Impact

- 1) Each pupil's progress is monitored and tracked. The resulting data is analysed in respect of gender, race, ability or additional needs and looked-after status.
- 2) In addition to monitoring to rule out any potential disadvantage, quality assurance procedures ensure that school meets its duty to positively promote equality and

diversity.

- 3) These processes, along with other methods of obtaining stakeholder feedback are used to inform further school planning, target setting and decision making.

Complaints and Comments

Anyone who has a complaint or wishes to comment on these objectives is requested to write to:

The Headteacher
St Thomas More RC College
Town Lane
Denton
Manchester
M34 6AF

admin@stmcollege.org.uk

Signed by

Head Teacher

Chair of Governors

Date: _____

Date: _____

Next review date: _____