

Blessed Trinity Roman Catholic College

Equality Policy

(The Equality Policy is written in line with the Race Relations Act 1976 (amended in 2000), the Disability Discrimination Act 1995 (amended in 2005), Children Act 2004, Equality Act 2006, Education and Inspections Act 2006, Duty to Promote Community Cohesion, Education and Inspections Act 2006).

• **Introduction**

Our equality policy is designed to reflect the ideals of Blessed Trinity Roman Catholic College as a caring Christian community in which each individual is regarded with consideration and respect. Our college building states at its entrance ‘May our doors be wide enough to welcome everyone, yet be narrow enough to keep out prejudice and division’. We strive to ensure that everyone at Blessed Trinity are free from all forms of discrimination, harassment or bullying and all are responsible for ensuring that every one of our pupils learn and progress to the best of their ability.

This policy should be read alongside other key College policy documents such as: Child Protection Policy, Anti-Bullying Policy, and Behaviour Policy.

• **Equality**

Aims and Values

At Blessed Trinity, we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of college life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We also take seriously our contribution towards community cohesion.

We aim to:

- a) provide a secure environment in which all our children can flourish and achieve in all 5 outcomes of the ‘Every Child Matters’ agenda (to be healthy, stay safe, enjoy and achieve, make a positive contribution and enjoy economic well-being).
- b) promote an atmosphere of learning where students feel they can learn free from harassment related to their race, cultural background, gender, language, physical or mental capabilities, religion or creed.
- c) to ensure the provision of a broad curriculum for all students which reflects their differing needs.
- d) prepare children for life in a diverse society in which they can see their place in the local, regional, national and international community.
- e) actively challenge discrimination and disadvantage.
- f) encourage a love of learning and thereby make every day a rewarding experience for students and staff.

- **Our approach to promoting equality**

The overall objective of the college's Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Through the Equality Policy, the school seeks to ensure that no member of the school community or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependants, disability, sexual orientation, gender reassignment, age, trade union or political activities, socioeconomic background.

The principles of this policy apply to all members of the extended school community – students, staff, governors and parents/carers.

- **Race Equality**

Racism in any form will not be tolerated.

The college seeks to develop and to use positive strategies to combat racist behaviour.

To eliminate racist behaviour we

- a) ensure that an inclusive ethos is established and maintained.
- b) acknowledge the existence of racism and take steps to prevent it.
- c) promote good relations between different racial and cultural groups within the school and within the wider community.
- d) prepare students for life in a diverse society.
- e) make the school a place where everyone, taking account of race, colour, ethnic or national origin, feels welcomed and valued.
- f) oppose all forms of racism, racial prejudice and racial harassment.

All instances of racist behaviour are acted upon and reported to the local authority in line with the 2004 DfES publication '*Schools' Race Equality Policies: from issues to outcomes*' which states that 'all racist incidents must be monitored and reported to the LEA.'

- **Disability Equality**

The aim of our school is to ensure that wherever possible people with disabilities have the same opportunities as non-disabled people in their access to education and to prevent any form of unlawful discrimination on the grounds of disability. We believe that disabled people should be valued for what they can do rather than labelled for what they cannot. We aim improve the accessibility of the physical environment within the resources available in response to needs arising.

Appropriate measures will be taken to ensure that we:

- do not treat disabled students and prospective students less favourably than other nondisabled students.
- take all reasonable steps to avoid putting disabled students at a substantial disadvantage.

There will be occasions where the treatment of disabled students is different from non-disabled students. In such cases the college will be able to demonstrate that such treatment is justified. The reason for the different treatment will be both material to the circumstances of the particular case and substantial (e.g. health and safety reasons). The college will also demonstrate that all reasonable steps have been taken to avoid the disabled student being placed at a significant disadvantage.

Careful consideration will be given to how participation can be best facilitated. A number of factors may be part of this consideration including:

- the need to maintain academic, musical, sporting and other standards.
- the financial resources available.
- the cost of taking a particular step.
- the extent it is practicable to take a particular step.
- health and safety requirements.
- the interests of other students.

The consideration of these factors may lead to the adoption of certain reasonable adjustments rather than others. We recognise that the duty to make reasonable adjustments for disabled students is anticipatory.

To meet this duty we will review policies, practices and procedures to ensure that we do not discriminate against disabled students. Examples of the specific measures we can take include:

- ensuring providers of facilities for school trips and extra-curricular activities can accommodate disabled students before making bookings in advance.
- reviewing staffing arrangements to ensure that the school is in a position to administer medication if required in exceptional circumstances.
- ensuring there are special arrangements in place for disabled pupils who are taking examinations.
- working closely with parents and disabled pupils to identify potential barriers to participation and devising reasonable adjustments to overcome them.

We also take reasonable steps to find out whether prospective or existing pupils have a disability. This includes:

- creating an ethos and culture which is open and welcoming so that parents and pupils feel comfortable about sharing information about the disability.
- asking parents during the admissions process about the existence of any disability.
- providing continuing opportunities to share information (e.g. when seeking permission to go on a school trip).

- monitoring levels of participation, achievement and behaviour that may indicate a disability that has not been identified and referring the matter to specialist agencies.

- **Gender Equality**

We recognise our statutory duty to eliminate unlawful discrimination and harassment on grounds of gender and promote equality of opportunity between males and females.

The college promotes equality of opportunity between males and females and endeavours to eliminate all unlawful sex discrimination and harassment. Conditions for learning (eg. environment, teaching and learning, resources, social and emotional aspects of learning) providing equal access and opportunities to both boys and girls.

- **A Cohesive Community**

In order to achieve a **cohesive community**, we endeavour to:

- a) Promote understanding and engagement between communities
- b) Encourage all students and families to feel part of the wider community
- c) Understand the needs and hopes of all our communities
- d) Eliminate discrimination
- e) Increase life opportunities for all
- f) Ensure teaching and the curriculum explores and addresses issues of diversity

- **Roles and responsibilities**

All who work in the school have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

- **Our governors are responsible for:**

- Making sure the college complies with all current equality legislation.
- Making sure this policy and its procedures are followed.
- Making sure its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.

- **All our staff are responsible for:**

- Dealing with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping.
- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Promoting an inclusive curriculum and whole school ethos which reflects our diverse society.
- Taking training and learning opportunities.

- **Responsibility for overseeing equality practices in the school is as follows:**

- Coordinating and monitoring work on equality issues (Headteacher and Deputy Head)
- Dealing with and monitoring reports of harassment, including racist incidents (Headteacher and Deputy Head)
- Monitoring the attainment data of all groups ensuring all are progressing well and no group is subject to disadvantage (Headteacher and Deputy Head)
- Monitoring exclusions (Headteacher and Deputy Head)

- **Monitoring, reviewing and assessing impact**

This policy will be regularly monitored and reviewed by staff and governors to ensure that it is 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.

This policy was agreed on

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Signed on behalf of the Governors by

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Signed on behalf of the College by

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Date