



## EQUALITY & DIVERSITY POLICY

*'This policy will be implemented in a way which honours the vision that every FCJ school is a community of persons - students, staff, governors - bound together in mutual respect and ready to rely on each other in fulfilling their privileged task as educators in a Catholic school.'*

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## 1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
  - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
  - Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- Meet its Public Sector Equality Duty (PSED) under the Equality Act 2010.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools \(May 2014\)](#).

This document also complies with our funding agreement and articles of association.

## 3. Roles and responsibilities

The Governing Body will:

- Ensure that the school complies with the Equality Act 2010 and that this policy and its related procedures and action plans are implemented.
- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Equality Link Governor is Kate Green. They will:

- Meet with key members of staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full Governing Body regarding any issues

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support
- Take appropriate action in any cases of unlawful discrimination
- Take steps to ensure that contractors working at the school operate within the requirements of this policy.
- Monitor success in achieving the objectives and report back to governors

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

All pupils are expected to support the school to achieve the commitment made to tackling inequality and supporting equality and diversity.

All parents are expected to take an active part in identifying barriers for the school community and in informing the school of actions that can be taken to eradicate these. All parents are also expected to take an active role in supporting and challenging the school to achieve the commitment given to the school's community to tackle inequality and to achieve equality of opportunity for all.

#### **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions to eliminate unlawful discrimination, harassment and victimisation.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. The school has an Equality Link Governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic. The protected characteristics under the Equality Act 2010 are:
  - Sex;
  - disability;
  - race;
  - age;
  - gender reassignment;
  - marriage and civil partnership;
  - pregnancy and maternity;
  - religion or belief; and
  - sexual orientation.
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the school will:

- collect attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Collect and analyse evidence identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Collect and analyse further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

#### **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health

and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- Holding assemblies dealing with relevant issues.
- Working with our local community. This includes inviting leaders of local faith groups to speak at the Multi Faith Day in Year 9
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.

## 7. Equality considerations in decision-making

The school ensures it has due regard to equality considerations whenever significant decisions are made. The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities

## 8. Equality objectives

### Objective 1

Review the curriculum to ensure all aspects of the curriculum contribute to a richer understanding of our school as a diverse community in order to foster a strong sense of community and belonging

Why we have chosen this objective: individual subjects have very strong practice but the whole curriculum would benefit from being considered

To achieve this objective, we plan to: review the PSHE curriculum; audit the curriculum on other areas to see if it reflects the diversity of the student body eg choice of curriculum in History, choice of text in English, a review of the extra-curricular offering, ensure pupils are aware of the protected characteristics, seek pupil voice on their experience of the curriculum

Progress we are making towards this objective: a new PSHE curriculum is in place which addresses equality in a systematic and planned way; departments have begun work on auditing the curriculum

### Objective 2

Have in place comprehensive health care plans for all students with medical needs

Why we have chosen this objective: this will raise awareness for staff of how best to meet the needs of pupils with medical needs, including those who could be classed as having a disability, in order to ensure they reach their full potential

To achieve this objective we plan to: train staff in compiling these plans, including measures to ensure all pupils academic and social needs are met; identify suitable software to write and disseminate plans; communicate information to staff; carry out spot checks on health care plans in practice; seek pupil voice on how effective these plans are

Progress we are making towards this objective: all relevant pupils now have health care plans and these have been communicated to staff.

### Objective 3

To develop further strategies to support all members of the School community with mental health and wellbeing.

Why we have chosen this objective: we are aware of the growing evidence that poor mental health in adolescence can impact later life; we are aware that teaching is a profession with higher reported levels of stress; we want to ensure that we support all members

To achieve this objective we plan to: continue our membership of the Oxford research on Mindfulness; disseminate findings from this; raise awareness of good practice and strategies in staff and students;

create an open culture where people understand and value mental health; promote positive images of people who may experience poor mental health

Progress we are making towards this objective: mental health week embedded, school wellbeing week established; Mindfulness techniques disseminated and staff trained;

## **9. Monitoring arrangements and policy access**

The Headmistress will update the equality information we publish, at least every year.

This document will be reviewed by the Personnel Committee at least every 4 years.

This document will be approved by the Personnel Committee

This policy will be displayed on the school's website and issued to all appropriate staff members employed by the school.

## **10. Links with other policies**

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Behaviour Policy
- Anti-bullying Policy