



"The glory of God is
a human being fully alive!"

ST JOSEPH'S CATHOLIC HIGH SCHOOL

EQUAL OPPORTUNITIES POLICY 2019-21

Date of review: November 2019
Date for next review: November 2021

Introduction and General Policy Statement

This policy provides our framework for ensuring consistency towards Equal Opportunities in our school.

As an Academy Committee we recognise our legal and moral obligations to provide an environment where all people are given equal opportunity, whether they are pupils or staff. As a Roman Catholic high school we aim to follow the principles laid down by the Catholic Church, namely, recognising the basic equality between all human beings, and act accordingly.

We acknowledge that we are bound by the Equality Act 2010 which replaces all previous legislation regarding equality, i.e. the Sex Discrimination Acts 1975 and 1986, the Race Relations Act 1976, the Disabled Persons (Employment) Acts 1944 and 1958 and the Disability Discrimination Act 1995. The principles embodied in this legislation are fully in keeping with our Gospel values and we are pleased to embrace them.

Additionally, in relation to employment, we will utilise as far as possible the Codes of Practice provided by the Equal Opportunities Commission and its Commission for Racial Equality.

We recognise that discrimination can be direct or indirect.

In accordance with Diocesan Guidelines, the Education Act and our Trust Deed, we accept our duty to preserve and develop the school as a Roman Catholic high school. As part of that duty, preference in relation to recruitment and employment will be given to professionally competent Roman Catholic Teachers who are committed to the practice and teachings of that Faith.

Education of Students

In the provision of education at our school, individual ability will be fostered and developed so that each pupil can achieve his or her full potential regardless of ethnic and cultural background, gender, social circumstance or religion. This means equality of opportunity and equal access to all areas of learning and school life.

The Academy Committee reaffirms the belief that all pupils share the right to a broad and balanced curriculum and that this right extends to every pupil of school age, whether or not the pupil has a statement of special educational needs.

The curriculum aims to positively reflect and build on the contributions of all people irrespective of gender, ethnic and cultural background or ability and tries to ensure that all pupils have access to the same range of opportunities including facilities and resources.

Departments aim to provide differentiated learning materials which present accurate and balanced information and challenge bias and stereotypes.

The Pastoral System and Extra-Curricular Activities aim to acknowledge and support the individuality of our pupils and their equality of opportunity.

The contribution, potential and achievement of all pupils will be valued irrespective of ethnic and cultural background, gender, social circumstance or ability. Pupils will be encouraged to develop positive attitudes, supported by strategies to foster high esteem.

Training and Promotion of Staff

Training for staff will be based on the requirements of the post held and on assessments made in the staff appraisal process. There will be no discrimination, either direct or indirect on the grounds of colour, disability, ethnic or national origins, gender, marital status, nationality, race, sexual orientation, trade union membership or non-membership

Employment

The legislation on discrimination is accepted as a strict requirement applying to advertising, interview and selection. The Academy Committee fully accepts this requirement and will ensure that no discrimination occurs at any stage. They will also utilise as far as possible the codes of practice provided by the Equal Opportunities Commission and the Commission for Racial Equality.

In order to ensure that effect is given to this statement, guidance will be given to all those involved in recruitment and training will be given where necessary.

Monitoring and Review

This policy will be brought to the attention of all employees of the school.

The Academy Committee will monitor the operation of the Equal Opportunities Policy on an annual basis, in order to assess its effectiveness and whether changes are needed.