

# Equality Policy 2017

## Monitoring

By	Review period	Method
Full governing body	Bi-Annual	Meeting

Ownership: H Peace, Director of Finance and Operations

## Revision History

Review	Changes	Next review date
March 2017	None	March 2019



St Joseph's Vision and values and how this policy supports this

Our College Vision statement states that:

“Our Catholic College seeks to be a community in which all are valued, where the life and the relationships of the College are permeated by Gospel values and in which the individual is seen as unique, with infinite potential for growth towards wholeness. The College, in active partnership with home, parish and the wider community, endeavours to prepare all its members for a future in which they will be able to make a positive contribution and take up the challenge of their faith.”

This policy support this by enabling all individuals at the College to have equality of opportunity and to be supported in their goal to the best that they can be.

## **1.0 Introduction**

This document sets out St Joseph's Catholic College approach to promoting equality as defined in the Equality Act 2010 for all in the College community. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, special educational needs, sex and sexual orientation. St Joseph's aims to be a welcoming environment where everyone is valued and tolerance, honesty, mutual respect and co-operation is fostered. The development of the whole person is paramount in order that they can become the best that they can be. As part of this aim any type of discrimination, favoured treatment or inequality will be confronted and dealt with by appropriate means. The College seeks to remove access any barriers to participation, progression, attainment and achievement.

St Joseph's students and employee's come from diverse backgrounds in terms of culture, ethnicity, and faith.

### **1.1 Responsibility of All employee's**

- be vigilant in all areas of the college for any type of harassment and bullying; harassment or bullying is defined as behaviour which would make others feel intimidated, threatened or undermined in any way.
- deal effectively with all incidents from the obvious to the more subtle forms of victimisation caused by perceived differences;
- identify and challenge bias within the curriculum and in the college's culture;
- promote equality and good relations and not discriminate on grounds of race, gender, religion, age, disability, sexual orientation or learning ability;
- promote an inclusive curriculum and whole college ethos which reflects our diverse society;
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

### 1.2 Responsibility of Senior Leaders

- encouraging, supporting and enabling all students and staff to realize their potential and make a positive contribution;
- being proactive in promoting good relationships and equality of opportunity across all aspects of life and the wider community;
- working in partnership with families, the local authority and the wider community to establish, promote and disseminate inclusive practice and tackle discrimination;
- ensuring that our Equality Policy is adhered to; and challenge any area where this is not the case.

### 1.3 Responsibility of the Principal

- implement the policy, its strategies and procedures;
- ensure that all staff receive appropriate and relevant continuous professional development;
- ensure that programmes are in place for students to be aware of their responsibilities to promote equality
- actively challenge and take appropriate action in any cases of discriminatory practice;
- deal with any reported incidents of harassment or bullying;
- ensure that all visitors and contractors are aware of and comply with the College's equality policy;
- monitor attendance and take appropriate action where necessary;
- Report to the Governing body of any incidents where the equality policy is not being complied with and action taken.

### 1.4 Responsibility of the Governing Body

- Review the Equality policy, its visibility to the College community and compliance to it on a regular basis
- Take action to support the leadership of the College to ensure there is compliance with the policy

## **2.0 Action to support the aims of this policy will include**

- Co-ordination and monitoring of equality in terms of employee management
- Dealing with and monitoring reports of harassment for both employees and students
- Monitoring the progress and attainment of potential vulnerable groups of students
- Monitoring the behaviour and exclusions for students
- Attendance of students and staff is monitored

### **3.0 Breaches of the Policy**

All breaches of the policy will be rigorously addressed, using the appropriate procedures.

### **4.0 Other Linked policies**

Admissions policy

Anti-Bullying Policy

Attendance Policy

Behaviour policy for Students

Complaints policy

Conduct code for Staff

Disipline policy for Staff

Grievance Policy for staff

Leave of Absence Policy

Performance Management policy

Recruitment Policy

SEND Policy

Whistle blowing policy