

Equal Opportunities Policy

ISSR Part 1 & 2
NMS Standard 16

Recommended review period: Annual
Review by: Principal
Date reviewed: April 2018
Next Review: April 2019



St Joseph's College

EQUAL OPPORTUNITIES POLICY

St Joseph's College prides itself on the quality of the teaching and pastoral care provided to each of its pupils, from EYFS across to Sixth Form, including Boarding. *The Governing body has ultimate responsibility for meeting all the College's regulatory requirements, which they delegate to the Principal, supported by the Senior Leadership team. In line with good practice and as part of the Governors' due diligence, the Board of Governors' reviews this policy annually.*

St Joseph's College, as an aware employer, is committed to safeguarding and promoting the well-being of children and young people as its number one priority. Robust recruitment, selection and induction procedures operate throughout the College and extend to organisations and services linked on its behalf.

Legal framework

- The principles enshrined within the Equality Act 2010 are also enshrined within and in are in line with the values and Christian ethos of St Joseph's College. The College has a legal duty to uphold the law and promote equality of opportunity for all students and staff to eliminate discrimination, advance equality of opportunity and foster good relations in relation to nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race and/or ethnicity
 - Religion
 - Sex
 - Sexual Orientation ¹
- The College welcomes our duty under the Education and Inspections Act 2006 to promote community cohesion.
- The College recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.
- The promotion of the Equality Act 2010 is enshrined in the College policies on employment, behaviour, pastoral and boarding care, and the curriculum. The College recognises the definitions of discrimination from this act.
- Additionally, teaching will not undermine fundamental British values or discriminate against pupils contrary to the Equality Act on the basis of the protected characteristics.²

Types of discrimination

- Direct discrimination
- Associative discrimination
- Perceptive discrimination
- Indirect discrimination

¹ ISSR Part 2, Paragraph 2 (d) (ii) + NMS Standard 16

² ISSR Part 1, Paragraph 3, (j)



EQUAL OPPORTUNITIES POLICY

- Harassment
- Third party harassment
- Victimisation
- Dual discrimination

Aims

St Joseph's College Equal Opportunities Policy applies to all staff, students (from EYFS to Sixth Form, including Boarding) and all other members of the College community. Promotion of the Equality Act takes place through, but not limited to assemblies, PSHEE lessons, RE, Drama, English and extra-curricular activities.³

The policy aims to:

- Ensure compliance with anti-discriminatory legislation
- Promote and maintain a positive culture towards inclusion
- Promote positive images and role models to avoid prejudice and raise awareness of related issues
- Ensure all students achieve their potential within a secure environment which values diversity
- Ensure all students are prepared for life in a diverse and multi-ethnic society
- Ensure equal opportunities in relations to admission, recruitment, curriculum and extra-curricular activities
- Promote the education of the individual by providing a differentiated curriculum
- Ensure that the College does not discriminate against the Equality Act 2010, or because of their cultural background, linguistic background, special educational need, or academic or sporting ability, to take into account care of all students, so that care is sensitive to different needs.⁴

Guiding principles

Although St Joseph's is a Christian school, we do not select for entry on the basis of religious belief; we welcome pupils, parents and staff from all backgrounds, free from discrimination. In fulfilling the legal obligations cited above, the College is guided by nine principles:

Principle 1: All learners are of equal value. We see all learners and potential learners, and their parents and carers, as of equal value whatever their background. The College will continue to foster good relations in relation to the nine protected characteristics.

Principle 2: The College recognises and respects difference. Treating people equally (Principle 1 above) does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate in any way, but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to the nine protected characteristics.

Principle 3: The College fosters positive attitudes and relationships, and a shared sense of cohesion and belonging. The College intends that its policies, procedures and activities should promote good relations between people of all backgrounds including the nine protected characteristics and avoid discrimination in any form.

³ ISSR Part 2, Paragraph 2 (d) (10)

⁴ NMS Standard 16, 16.1



EQUAL OPPORTUNITIES POLICY

Principle 4: The College observes good equalities practice in staff recruitment, retention and development. The College ensures that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development, with consideration for the nine protected characteristics and avoiding discrimination in any form.

Principle 5: The College aims to reduce and remove inequalities and barriers that already exist. In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist in relation to the nine protected characteristics.

Principle 6: The College consults and involve widely. The College engage with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted and involved in the design of new policies, and in the review of existing ones.

Principle 7: Society as a whole should benefit. The College intends that our policies and activities should benefit society as a whole, both locally and nationally, by fostering greater social cohesion, and greater participation in public life of those with protected characteristics.

Principle 8: The College bases its practices on sound evidence. The College maintains and reviews quantitative and/or qualitative information about our progress towards greater equality.

Principle 9: The College will formulate specific objectives in relation to its commitment to equality. It will respond to any concerns that the principles are not been met in line with the complaints policy and move to address these as appropriate within the relevant financial constraints upon the College.

Equality in Action

The College recognise that the actions resulting from a policy statement such as this are what make a difference. This policy applies to all procedures and practices of the College which are kept under regular review. It is the responsibility of all staff and members of the College community to ensure that the policy is implemented.

Every three years, accordingly, the College produces an Accessibility Plan within the framework of the overall College improvement plan and processes of self-evaluation, setting out the specific equality objectives to be pursued. The objectives which we identify take into account national and local priorities and issues, as appropriate.

The College keeps our equality objectives under review and reports annually to Governors on progress towards achieving them.

The College ensures that the content of this policy is known to all staff and governors and, as appropriate, to all pupils and their parents and care.

The College respects the religious beliefs and practice of all staff, pupils and parents, and complies with reasonable requests relating to religious observance and practice. Parents should be aware that all pupils at St Joseph's College are required to wear a uniform until the end of Year 11, and that a strict 'business dress' code operates for Years 12 and 13. The Principal will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the school's ethos and its policy on health and safety. The Principal may take expert advice, and will normally arrange to meet with the parents to discuss the implications of such a request



EQUAL OPPORTUNITIES POLICY

Monitoring

The College monitors its equal opportunities policy regularly and reports to the Governing body annually in order to ensure its effectiveness. As part of that process, the College invite all parents of candidates for our entrance examinations, together with a parent who accept places at the school for their child and prospective employees, to complete an anonymous ethnic monitoring form. When the completed forms arrive at the College, they are separated from any other material that might identify the individual child/prospective employee. The individual forms are then shredded.



EQUAL OPPORTUNITIES POLICY

English as an Additional Language

Overseas students' ability to communicate and comprehend English is assessed pre and post entry to the College to ensure that they can meet the necessary academic and social demands of school life. Normally pupils should be at least CEFR Level B1 the minimum requirement set by UKVI before coming to the College. If an EAL student does not make the expected progress in English despite the curriculum provided at the College, then private tuition in English can be arranged at the parents' expense.

Breaches of the policy

The College will not tolerate discriminatory behaviour or language. The College's Staff Handbook, Behaviour Policy and Anti-bullying Policy for students, outline how inclusion is promoted and the sanctions and procedures used to deal with discriminatory behaviour. The College promotes tolerance of each other and respect for each other's position within the College community. We promote positive images and role models to avoid prejudice and raise awareness of related issues. An open-minded approach is fostered and pupils are encouraged to recognise the contributions made by different groups to society. Bias should be recognised and tackled.⁵

See also :

3 Year Accessibility Plan

Admissions policy

Anti-bullying policy

Behaviour policy

Disability, Inclusion, SEN and Learning Support policy

Safer Recruitment and Vetting policy

PSHEE policy

EAL policy

⁵ ISSR Part 2, Paragraph 5, (vi)

