



## Broughton Hall Catholic High School

# EQUALITY AND DIVERSITY POLICY (DRAFT)

### Legal Duties

The Governors and Staff of Broughton Hall Catholic High School acknowledge our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- ethnicity
- gender
- gender reassignment
- maternity and pregnancy
- religion and belief, and
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to undertake specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality information – to demonstrate compliance with the general duty across its functions. We will not publish any information that can specifically identify any individual child or adult
- Prepare and publish equality objectives.  
To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school. This will include the following functions:
  - Admissions
  - Attendance
  - Attainment
  - Exclusions
  - Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We 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.

### **Core Objectives:**

In fulfilling our legal obligations we will be guided by seven core statements:

- Statement 1: All learners are of equal value.
- Statement 2: We recognise, welcome and respect diversity.
- Statement 3: We foster positive attitudes and relationships, and a shared sense of belonging.
- Statement 4: We observe good equalities practice, including staff recruitment, retention and development.
- Statement 5: We aim to reduce and remove existing inequalities and barriers.
- Statement 6: We consult and involve widely
- Statement 7: We strive to ensure that society will benefit.

### **Our Ethos/Mission**

Founded by the Sisters of Mercy, Broughton Hall is committed to the Catholic Education of young people through Gospel values which permeate the life of the school.

#### **AIMS**

- To recognise, nurture and celebrate the unique gifts, dignity and potential of each individual
- To develop a caring, joyful and friendly community in which all work hard and are happy
- To achieve excellence through an education which is concerned with the whole person enables each person to develop spiritually, aesthetically, vocationally, physically, academically.
- To foster a strong sense of community by generosity of spirit, sensitivity and tolerance, forgiveness and compassion.
- That prayer and worship underpin the daily life of the school.

#### **OBJECTIVES**

- To ensure that all school policies and documents are rooted in these aims
- To ensure that each pupil leaves with a positive self-image
- To provide a curriculum and teaching strategies which acknowledge and respond to the needs of all
- To create a welcoming, safe, attractive environment
- To promote an awareness of equal opportunities, social justice, peace and global issues

- To strengthen the partnership of staff and pupils with parents, governors, parishes and local community, united in a common purpose

### Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material.

### Responsibility

We believe that promoting Equality is the responsibility of everyone in the school community:

School Community	Responsibility
<b>Governing Body</b>	<ul style="list-style-type: none"> <li>• Involving and engaging the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</li> <li>• The Governing Body will also agree the Equality Policy and objectives.</li> </ul>
<b>Head Teacher</b>	<p>As above including:</p> <ul style="list-style-type: none"> <li>• Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</li> <li>• Ensuring that the whole school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
<b>Senior Management Team</b>	<ul style="list-style-type: none"> <li>• To support the Head Teacher as above.</li> <li>• Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.</li> </ul>
<b>Teaching Staff</b>	<ul style="list-style-type: none"> <li>• Help in delivering the right outcomes for pupils.</li> <li>• Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</li> <li>• Design and deliver an inclusive curriculum</li> <li>• Ensure awareness of responsibility to record and report prejudice related incidents.</li> </ul>
<b>Non-Teaching Staff</b>	<ul style="list-style-type: none"> <li>• Support the school and the governing body in delivering a fair and equitable service to all stakeholders</li> <li>• Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated</li> <li>• Support colleagues within the school community.</li> <li>• Ensure awareness of responsibility to record and report prejudice related incidents.</li> </ul>
<b>Parents</b>	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the governing body of actions that</li> </ul>

<b>School Community</b>	<b>Responsibility</b>
	<p>can be taken to eradicate these</p> <ul style="list-style-type: none"> <li>• Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>
<b>Pupils</b>	<ul style="list-style-type: none"> <li>• Support the school to achieve the commitment made to tackling inequality.</li> <li>• Uphold the commitment made by the Head Teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.</li> </ul>
<b>Local Community Members</b>	<ul style="list-style-type: none"> <li>• Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these</li> <li>• Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.</li> </ul>

We will ensure that the whole school community is aware of the Equality & Diversity Policy and our published equality plan & data by publishing them on the school's website.

#### **Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head Teacher and governing body.

#### **Monitor and Review**

Every three years, we will review our objectives in relation to any changes in our school profile. Our objectives will be reviewed annually as part of our school development process.

#### **Linked Policies are:-**

Anti-Bullying Policy  
Monitoring & Evaluation Policy  
Behaviour for Learning Policy  
SEND Policy  
Education for Personal Relationships Policy

**Date Approved:** 9<sup>th</sup> July 2014

**Date to be reviewed:** May 2017