



St Richard Reynolds Catholic College

Policy: Equalities Policy

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Overview and Aims

At St Richard Reynolds Catholic College we are committed to promoting equality of opportunity and tackling discrimination in all its forms. The College's Mission Statement endorses our commitment to inclusivity, equality and accessibility:

St Richard Reynolds is a Catholic community rooted in the love of Christ in which we help each other to become the person whom God has created us to be and where children come first and all are loved, listened to, challenged and inspired.

As an expression of Christ's love, we support a vibrant college with full equality, that embraces diversity and allows for equitable opportunity for all ; together we celebrate the diversity that enriches and unifies our community.

This policy aims to meet our obligations under the Public Sector Equality Duty (PSED) 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

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.

Roles and responsibilities

The **Governing Board** will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils, students 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 Head of Primary School and Vice Principal responsible for Quality of Education.
- Have a link Governor for equalities who meets yearly with the designated members of staff for equalities and reports back to the Governing Body. The link Governor is Fiona Holton.

The **Principal and Leadership Team** will:

- Promote knowledge and understanding of the equality objectives among staff, pupils and students
- Monitor success in achieving the objectives and report back to governors

The designated members of staff for equality will:

- Support the Head of Primary School and Vice Principal responsible for Quality of Education in promoting knowledge and understanding of the equality objectives among staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

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

All **Staff** will:

- Record, report and deal with any incidents that do not promote equality
- Recognise and challenge bias and stereotyping
- Promote equal opportunities
- Ask for advice and support from a member of the Leadership Team if they want more advice and guidance.

Eliminating discrimination

St Richard Reynolds is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

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 and to live out our Mission.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

The College has designated members of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

The College works alongside the Student Leadership Team to ensure our approach stays relevant and is responsive to the changing needs of our students and their context. Working alongside the student leadership team we have developed and regularly return to our Safer Spaces initiative summarised below:

At St Richard Reynolds we create inclusive spaces by...



Being **courageous**. We won't be the only person thinking and feeling like this



Talking it out... often afterwards, 1:1 - how did comments make us feel? How can we find common ground?



Taking a **leadership** role. We are all role models in our community



Telling an adult. If the incident is serious and/or we don't feel able to address it at the time we always tell an adult.



Having a **plan**. We think in advance what we would say when we confront prejudice



Not making strong and personal accusations about a someone's character. We come from the angle of **education and friendship**.

Loved, Listened to, Challenged, Inspired

Advancing equality of opportunity

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

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. allowing Hindu students and others to learn about the celebration of Diwali)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils and students to be involved in the full range of school sports)

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

- Fully analyse examination results to ensure all groups are making more than expected progress and compare this to results nationally and locally

- If attainment is below that expected for a particular group, this will be highlighted as a priority for action in the College Development Plan (Self Evaluation Form) and in the relevant Subject SEFs

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, 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. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Working with our local community and parishes. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach such as Racial Justice and Diversity Training provided by the Achieving for Children and the Diocese of Westminster

Equality considerations in decision-making

The College 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:

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Equality objectives

Objective 1

Establish Racial Justice and Diversity Champions who will lead the College in working towards the Race Charter Mark and that this work is embedded within the school

Objective 2

Continue to ensure our curriculum is inclusive, challenges misconceptions and allows debate about sensitive topics to create greater understanding, awareness and knowledge of equality.

Objective 3

To focus our House Points and Pastoral Year around Catholic Social Teaching with Dignity running as a theme throughout the year.

Objective 4

Increase the representation of role models from local black and minority ethnic communities, through presenters, staff, displays and choices in the curriculum to ensure a variety of voices are heard and seen.

Objective 5

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Monitoring arrangements

The Governing Body will review this policy annually and assess its implementation and effectiveness. Subjects will review their curriculums annually when updating their SEFs in response to student, parent and teacher feedback and also inline with examination analysis.

We also record absence, exclusions and incidents by protected characteristics in line with our data collected about pupils and students when they join the College.

Links with other policies

This document links to the following policies:

- Accessibility plan
- Behaviour policy