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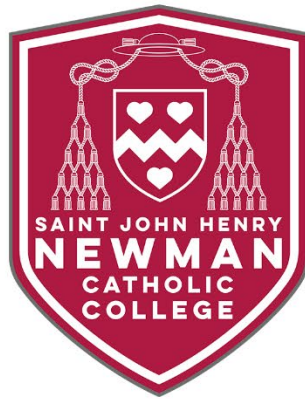
Last review date: March 2023

Next review date: March 2024

Signed by: Mr J. Cassin.

A handwritten signature in black ink, appearing to read "J. Cassin".

EQUALITY AND DIVERSITY POLICY



Saint John Henry
Newman Catholic College

LOVE ONE ANOTHER

FAITH IN OUR COMMUNITY

COURAGE TO DO THE RIGHT THING

VOCATION TO MAKE A POSITIVE CONTRIBUTION

SERVICE TO LOVE YOUR NEIGHBOUR AS YOURSELF

DIGNITY TO TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED

EXCELLENCE

“We strive to have the courage to celebrate
and live our Christian Faith,
in love and service to all others,
to achieve dignity and excellence”

We monitor the impact of all policies on students, staff, parent and governors with particular reference to the impact on the attainment and wellbeing of students.

As a Roman Catholic College we believe that our policy should reflect our mission statement, which calls us to love and honour the dignity of every individual.

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Introduction

Newman Catholic College is an inclusive school where we focus on the well-being and progress of every member of our school community and where all members are equal. We believe that the Equality Act 2010 (available [here](#)) provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality, and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups. 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.

This policy sets out Saint John Henry Newman Catholic College's approach to promoting equality, as defined within the Equality Act (2010). It covers the protected characteristics of sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment and our approach to community cohesion. Age, marriage, and civil partnership are also protected characteristics but are not part of the school provisions related to students.

The Equality Act requires all public organisations, including schools to comply with the Public Sector Equality Duty. The Public Sector Equality Duty or "general duty" requires all public organisations, including schools to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

This policy describes how the school is meeting these statutory duties and is in line with national guidance. It includes information about how the school is complying with the Public Sector Equality Duty and also provides guidance to staff and outside visitors about our approach to promoting equality.

College Context

Saint John Henry Newman Catholic College, in Oldham, is a larger than average Local Authority mixed maintained secondary school with over 1500 pupils on roll in Years 7 to 11. Pupils live in all areas of Oldham (whilst a few reside outside of the borough in areas such as Manchester, Rochdale, and Tameside) and come from a very diverse range of backgrounds. For example, collectively our pupils speak at least 48 different first languages. 14% of pupils have Special Educational Needs and Disabilities, 43% are Disadvantaged, 3.5% are either Children Looked After or are Previously Children Looked After and increasing numbers of pupils are identifying as members of, or supportive of, the LGBTQ+ community.

Aims and Values

At Newman Catholic College, we recognise the importance that all children gain an understanding of the world they are growing up in and that they learn how to live alongside and show respect for, a diverse range of people.

The college **aims** to:

- provide equality and excellence for all to promote the highest possible standards
- eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010
- develop pupils' understanding of the protected characteristics and promote equality and diversity
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This is achieved through an extensive and coherently planned Personal Development Curriculum including the Newman Experience offer and is underpinned by our North Star vision: **'We use our vocation of teaching to give an unfair advantage to our community leaving no door closed to them.'**

The **core values** on which the policy is based include:

- a culture of respect for others
- promoting equality by recognising and celebrating differences between people
- a community where pupils are well prepared for life in a diverse society
- a community based on the teachings and role model of Jesus who welcomed and celebrated all

Equality Objectives

Our Equality Objectives for 2023-2025 are:

- To improve outcomes for all students including those with protected characteristics so that they make progress at least in line with expectations based on their prior attainment and ability.
- To enable all students including those in groups with protected characteristics, to make a positive contribution to school life.
- To promote mental health and well-being so that all members of the school community are valued and supported, regardless of special educational needs and disability, gender, ethnicity, and sexual orientation.
- To develop processes around all transition points for all students, including those in groups with protected characteristics to ensure that appropriate advice, guidance and support is in place to ensure successful transition to next steps.
- To promote equal working conditions for all staff regardless of disability, race, ethnicity, sex, religion, pregnancy, marital status, sexual orientation, or gender re-assignment.

The College's overall approach to promoting Equality

The College's Equality Policy provides a framework to pursue its equality duties to have due regard to:

- eliminate unlawful discrimination, harassment, and victimisation
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations and positive attitudes between all characteristics and different groups in all its activities.

Our approach to equality is based on the following Key Principles:

1. All members of our community are of equal value. Whether or not they are disabled, whatever their ethnicity, culture, national origin, or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognise, respect and value difference. We take account of this and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected, embraced, and celebrated by all those who learn, teach and visit here.
3. We actively promote positive attitudes, mutual respect and relationship building between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all our students. We expect that all students can make good progress and that all members of the community can achieve to their highest potential.
7. We work to raise standards for all students, with a distinct focus on the most vulnerable and disadvantaged. We believe that improving the quality of education for the most vulnerable groups of students raises standards across the whole school.

Through the Equality Policy, the college will seek to ensure that no pupils, staff, parents, guardians or carers or any other person through their contact with the college receives less favourable treatment. This includes the protected characteristics identified within the Equality Act (2010) i.e., age*, sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment.

**(NB 'age' is also a protected characteristic but not in relation to pupils of any age in a school)*

A Cohesive Community

The college seeks to:

- promote understanding and engagement between communities
- encourage all children and families to feel part of the wider community
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure that learning, teaching, and the curriculum explore and address issues of diversity

Roles and Responsibilities

College Governors are responsible for:

- making sure the college complies with current equality legislation
- making sure this policy and the single equality scheme are properly implemented
- making sure related procedures are followed
- assigning a named governor who will:
 - Regularly meet with designated Diversity Lead to discuss issues and how these are being addressed.
 - Ensure they are familiar with all legislation and this policy

The Headteacher is responsible for:

- making sure the policy is readily available and that the governors, staff, pupils, and their parents/carers know about it
- making sure its procedures are followed
- producing regular information for staff and governors about the policy and how it is working
- providing training for them on the policy
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination
- appointing a Diversity Lead (Ms V. Mankoto) to drive the vision for celebration of diversity and equity forward.

The Diversity Lead is responsible for:

- Supporting headteacher in promoting and understanding equality
- Supporting headteacher in identifying any staff training needs and delivering as necessary
- Meeting with equality link governor
- Consulting and communicating with pupils, parents, and wider community.

All college staff are responsible for:

- promoting an inclusive and collaborative ethos in the classroom
- modelling good practice, dealing with discriminatory incidents and being able to:
 - recognise and tackle bias and stereotyping
 - promote equality and avoid discrimination against anyone
 - keep up to date with the law on discrimination and take training and learning opportunities
 - providing safe space for our pupils to discuss diversity.

Pupils are responsible for:

- supporting the college's equality ethos
- sharing concerns or issues with a member of staff
- keeping equality and diversity issues on the School Council agenda, which will recognise good practice and enable review and development. This may include:
 - the anti-bullying policy and specifically racist and homophobic bullying
 - developing college/class rules which challenge discriminatory behaviour.

Parents/Carers are responsible for:

- supporting the college equality ethos
- sharing concerns or issues with senior staff

Visitors and contractors are responsible for:

- following our expectations regarding equality

Responsibility for overseeing equality practices in the college lies with Mrs Sophie McNee (Assistant Headteacher Faith & Community) supported by the wider Senior Leadership team including Miss Helen Scott (Deputy Headteacher Inclusion) and the named Governor (Mrs Christine Cavill).

Responsibilities include:

- co-ordinating and monitoring work on equality issues
- dealing with and monitoring reports of harassment including racist and homophobic incidents
- monitoring the progress and attainment of potentially vulnerable groups of pupils (e.g. children and young people in care, children from minority ethnic/language or traveller communities, disabled pupils etc.)
- monitoring exclusions
- engaging and consulting with pupils, parents, staff and members of the wider school community through a variety of means including pupil and staff voice exercises, parent and community consultation events, the college website (e.g. to report community based incidents) and social media platforms including Facebook and twitter.

Equal Opportunities for Staff

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability, in compliance with the law and in accordance with the school's recruitment and selection process. We are also concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

As an employer we strive to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce. We respect the religious beliefs and practice of all staff, students, and parents/carers, and comply with reasonable requests relating to religious observance and practice. We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Monitoring, Reviewing and Assessing Impact

The college's Equality and Diversity Policy is supported by the College Accessibility Plan which is linked to the college development plan and includes targets agreed by the governing body for promoting equality. The policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality, and good relations between different groups, and that it does not disadvantage sections of the community. Any pattern of inequality found because of impact assessment will be used to inform future planning and decision-making.

Mrs Kate Diveney (Assistant Headteacher Inclusion) has responsibility for monitoring specific equality objectives within the Accessibility Plan, supported by Governor Mrs Christine Cavill.

Interim reports will be given to the termly Governor Sub Committees and the Headteacher will provide monitoring reports for review by the Governing Body annually.

This policy links to other policies and in general the principles of equality will apply to all other school policies.

Concerns or complaints

In the first instance a Mrs McNee (Assistant Headteacher Faith & Community) staff should be contacted. If issues or concerns remain unresolved these should be raised in accordance with the schools Complaints Policy.

Name of policy:	Equality and diversity policy
Statutory/ Non Statutory status:	Statutory
Original or Adopted from:	Newman Catholic College
Policy Owner/ Responsibilities:	Mrs S McNee (Assistant Headteacher)
Approver(s) and Governors panel if applicable:	FGB
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