



NEWMAN RC COLLEGE



2021
2022

Policy Adopted: 02/09/2020

Last Review Date: March 2021

Signed by:

Mr B. O'Toole

Chair of Governors

Equality & Diversity Policy

Equality & Diversity Policy

Introduction

This policy sets out Blessed John Henry Newman RC College's approach to promoting equality, as defined within the Equality Act (2010). It covers age*, sex, race, disability, religion or belief, sexual orientation, pregnancy, undergoing or who have undergone gender reassignment and our approach to community cohesion.

The College Context

Blessed John Henry Newman RC College, in Oldham, is a larger than average Local Authority mixed maintained secondary school. Students come from a wide range of backgrounds. *(see Appendix 1)*

Aims and Values

The college aims to provide equality and excellence for all in order to promote the highest possible standards.

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

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 of its activities.

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.

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.

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.

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 Inclusion) supported by 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.

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 particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making.

Mrs Sophie McNee (Assistant Headteacher Inclusion), supported by Governor Mrs Christine Cavill have responsibility for monitoring specific equality objectives within the Accessibility Plan.

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 senior member of 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 & Diversity Policy
Statutory/ Non Statutory status:	Statutory
Original or Adopted from:	Newman College
Policy Owner/ Responsibilites:	Mrs S McNee (Assistant Headteacher)
Approver(s) and Governors panel if applicable:	
Original Policy date:	
Review timeline:	Annually
Version/Date:	1.2 March 2021

Appendix 1

College context (as at January 2017)

College Context

Details	Number	%
Staff (teaching and support staff)	182	
Gender		
Male	51	28%
Female	131	72%
Ethnicity		
White British	162	89%
Other Ethnic group	20	11%
Disability	1	0.54%
Pupils on roll	1498	
Gender		
Male pupils	730	48.7%
Females pupils	760	51.3%
Ethnicity		
Pupils who are White British	962	64.2%
other ethnic group	536	35.8%
Additional Needs		
Pupils on the SEN register Pupils	201	13.4%
SEN pupils who have English as an additional language	27	2%
Religion or Belief:		
Roman Catholic	804	53.7%
Muslim	199	13.3%
Religions [Buddhist, Christian, Hindu, Methodist, Other]	308	21%
No faith or not disclosed	187	12.5%
Looked after children	26	1.7%
Pupils eligible for Free School Meals	390	26%
Pupils eligible for Pupil Premium	611	41%

Numbers within the category of ‘other protected characteristics’ not listed above are considered too small to be recorded and therefore not presented.