

All Saints Catholic High School

Equality and Diversity Statement (based on the principles of the 2010 Equality Act)

Mission

See Mission Statement <http://www.allsaints.sheffield.sch.uk/index.html>

Rationale

All Saints Catholic High School is committed to equality and diversity as we believe this to be ethically and morally right and socially responsible. Equality and diversity are essential factors that contribute to the academic and pastoral strengths of the school community.

All Saints Catholic High School believes that everyone (students and employees) should have an equal opportunity to meet their aspirations, realise their full potential and improve their life chances.

Providing that equal opportunity will make for a fairer and more prosperous society. We will work with our community to ensure our policies and services recognise and respond to the diverse needs of all children, young people and adults and to recognise that excellent learning experiences are available to all.

We will aspire to be an exemplary equal opportunities employer and create a workplace that values diversity and is free from any form of unfair discrimination.

We require all staff to put the requirements of this policy into effect in their work and to take appropriate action in any circumstance where failures occur so that we build a diverse and inclusive community.

The School's Equality and Diversity statement applies at a strategic level and is supported by additional policies that provide for whole school approach to equality and diversity.

Commitment to equality and diversity

All Saints Catholic High School believes that excellence will be achieved by recognising the value of every individual. We aim to create an environment that respects the diversity of all staff, students, parents and the school community.

To this end, All Saints Catholic High School acknowledges the following basic rights for all members and prospective members of its community:

- To be treated with respect and dignity



- To be treated fairly with regard to all procedures, assessments and choices
- To receive encouragement to reach their full potential
- To be provided with a safe, supportive and welcoming environment – for staff, for students and for visitors

These rights carry with them responsibilities and the school requires all members of the community to recognise these rights and to act in accordance with them.

The Public Sector Equality Duty further requires All Saints Catholic High School to have regard to three specified matters which are the need to:

- a) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- c) Foster good relations between people who share a relevant protected characteristic and those who do not

The relevant protected characteristics for (b) and (c) are set out in Section 147(7) of the act as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief and sex and sexual orientation. Section (a) above applies to all protected characteristics.

Gender Equality

All Saints Catholic High School believes in promoting Gender Equality to ensure that sex discrimination does not take place in the curriculum, our services and in our employment practices. We are actively committed to ensuring equality of opportunity for all our employees, students and all in our community. We will not tolerate any harassment on gender grounds throughout the school community. Under the gender equality duty the school requires all staff and governors to be aware of the duty laid on them by this policy to:

- Eliminate unlawful sex discrimination and harassment
- Promote equality of opportunity between men and women as well as boys and girls
- Monitor the progression of all employees
- Monitor any differential in the levels of achievement between boys and girls and take appropriate action
- Ensure equality of opportunity in the development of the staffing structure

Unlawful sex discrimination and harassment includes discrimination as defined by the Sex Discrimination Act 1975 and the Equal Pay Act 1970. For definitions of unlawful discrimination under the two acts see the Gender Equality Duty Code of Practice.

Leadership

All staff and Governors at the school are responsible for the implementation of the Equality and Diversity statement. The Headteacher is the lead member of staff responsible for this and the Chair of Governors is the lead Governor responsible for the implementation. The elements will be monitored regularly and reported on the Governing Body.

Disability Equality

The Disability Discrimination Act 2005 places a duty to promote disability equality on all public sector organisations. As a public authority within the meaning of the Act, All Saints Catholic High School has regard for the six inter-related parts of this duty, also known as the 'general duty' or 'disability equality duty' and the specific duties. Under its terms, All Saints will, in carrying out its functions, have due regard to the need to:

- Promote equality of opportunity between disabled people and other people
- Eliminate unlawful discrimination
- Eliminate disability-related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take account of disabled people's disabilities and to make reasonable adjustments to ensure that people with disabilities are not at a disadvantage in relation to others

Employment

All Saints Catholic High School is aware the Equality Act provides that preference may be made in connection with the appointment, remuneration or promotion of teachers to those whose religious beliefs or religious practice is accordance with the tenets of the Faith, and further that conduct which is incompatible with the precepts of the Church, or which fails to uphold its tenets may be taken into consideration in determining whether a teacher's employment should be terminated.

All Saints Catholic High School, inspired by Christian tradition, holds at the centre of our ethos the dignity and uniqueness of each person. Our work promotes the celebration of each individual and we aim to cater for individual needs in all aspects of our work and this forms our guiding principle for the Disability Equality Scheme. We recognise that responding to the Disability Discrimination Act 2005 builds upon the school's approach to disability with a new requirement to be more proactive in our move towards disability equality. We believe that by addressing the requirements of the Act we will improve the experience of disabled people with measurable outcomes for them.

Review Process

This statement will be reviewed periodically by the Curriculum and Student Welfare Committee.

Appendix 1

Equality Foci for 2016-17

During the academic year 2016-17 All Saints Catholic High School commits to having the following specific foci:

1. Governor representation focus (to cover age, gender, religion and ethnicity)
2. Achievement and attainment of students with English as an additional language (EAL)