



**Equalities Act 2010
Single Equalities Scheme**

EQUALITY ACT 2010

St. Bede's Catholic College Single Equality Scheme

Our Guiding Principle

"We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status. The test therefore of any institution is whether it enhances or threatens human dignity"

The Common Good 1996

1. Introduction

This Single Equality Scheme for St. Bede's is designed to replace existing policies and schemes for Race, Disability and Gender and meet statutory duties, addressing the requirements of the Equality Act 2010.

2. Rational

As a Catholic College, St Bede's is committed to ensuring that all members of the community have the opportunities to fulfill their potential as human beings made in the image of God. Each person, with the dignity and destiny of a child of God, has rights which respect their individual identity to ensure freedom from unjust discrimination.

3. Aims

St. Bede's Catholic College seeks to:

- Be a community which lives the Gospel values of love and acceptance where all are respected and valued for who they are regardless of gender, ethnicity, religion, social class, marital status or ability now known as Protected Characteristics
- Encourage and enable every member of the community to develop their spiritual, moral, intellectual, creative, social and physical potential

4. Protected Characteristics

The Equality Act 2010 outlines a series of protected characteristics for which direct or indirect discrimination are illegal.

St. Bede's Catholic College is committed to the development of positive practices that promote equality. This is to ensure that pupils, staff, parents and visitors are not treated less favorably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

5. Unlawful behaviours include:

- Direct discrimination – occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat- other people
- Indirect discrimination – occurs when a "provision, criterion or practice" is applied generally but has the effect of putting people with a particular characteristic at a disadvantage when compared to people without that characteristic.
- Harassment- is "unwanted conduct, related to relevant protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person".

- Victimisation – occurs when a person is treated less favourably than they otherwise should have been.

6. The Public Sector Equality Duty

The General Duty of the Equalities Act 2010 places a duty on all public bodies when carrying out their functions so that they have due regard to the need to:

- eliminate conduct that is prohibited by the Equality Act
- 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

Exemptions to the Equalities duty include content of curriculum, collective worship and admissions.

The Specific Duty of Governors is to prepare and publish a single equality scheme showing how it will meet its General Duty.

For St. Bede's, under the legislative guidance, the specific duties are clear and detailed below and the emphasis will be on outcomes and equality of treatment.

Procedures

In order to best meet the needs of our community St. Bede's Catholic College is committed to equality by ensuring equal treatment of all its pupils, employees and others involved in the College community. We will ensure that members are not treated less favorably in any procedure, practice or aspect of service delivery provided by the College. The College will not tolerate harassment of people based on their protected characteristic. We will provide pupils with a firm foundation based on Catholic teaching that will enable them to fulfill their potential, regardless of any protected characteristic. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as a Catholic School under this legislation by ensuring that:

- pupil related data is accurate and published as required
- staff related data is accurate and ready for scrutiny when required
- teaching is planned to foster good relations and equality for all
- the College Pupil Inclusion Register is kept up to date and available to those for whom it is intended
- we develop positive understanding in the promotion of equality in our pastoral work with pupils
- we are fully compliant with environmental and access standards
- the College Access Plan is regularly reviewed
- advertising, recruitment and selection procedures are in keeping with legal requirements
- we target measures which will alleviate disadvantage
- no child is victimised as a consequence of the behavior of a sibling or parent
- reasonable adjustments are made in order to include children or staff with disabilities
- priority is given in admissions to pupils of Roman Catholic background
- the curriculum is not delivered in a discriminatory manner
- pupils are not treated less favourably due to sex, sexual orientation or gender reassignment
- sports for boys and girls are given equal value
- suitable education is made available for pupils in our care who become pregnant

Roles and responsibilities for implementing and monitoring the Single Equality Scheme

Our guiding principle will be:

"We believe that each person possesses a basic dignity that comes from God, not from any human quality or accomplishment, not from race or gender, age or economic status".

The Governing Body will

- designate a governor who will keep an overview of the Equality Scheme
- support the Principal in implementing any actions necessary
- apply religious criteria when recruiting or dismissing teaching staff and give preferences to persons:-
 - whose religious opinions are in accordance with the tenets of the religion of the school
 - who attend religious worship in accordance with those tenets; or
 - who give, or are willing to give, religious education in accordance with those tenetsand will not discriminate
 - in relation to admissions,
 - in the way it provides education for pupils,
 - in the way it provides pupils access to any benefit, facility or service, or
 - by excluding a pupil or submitting them to any other detriment.

The Principal will appoint a senior member of staff to have responsibility for the oversight of the Equality Scheme

Parents will

- be made aware of our guiding principle
- have access to this policy through the website

Staff will

- be made aware of our guiding principle
- support the Single Equality Scheme through conduct, behaviour and teaching

Pupils will

- be taught our guiding principle as outlined and be taught to understand that we are all unique creations of God made of equal worth and have equal rights to a place in creation

Conclusion

This policy has been drawn up in consultation with staff and pupil representatives. It has been endorsed by the Governing Body. This scheme will be reviewed on a regular basis.

Signed: E M White, Chair of Governors

Date: October 2018

Review date: October 2019