

# **St Bede's Catholic College**



## **Equalities Act 2010 Single Equalities Scheme Including Promoting Race Equality**

# 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. Rationale

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 and likeness 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

St Bede's, as a Catholic College, believes that each individual has a unique identity, value and spiritual essence, having the dignity and destiny of a child of God. We aim to build a supportive caring community within which all members recognise the dignity, rights, cultures and attitudes of others and work together in an atmosphere of mutual and self-respect.

We are committed to promoting high standards for all pupils within our community regardless of their social, economic or ethnic background and to raising awareness of the multi-cultural nature of our college in particular and society in general.

We will build up programmes of work across a range of curricular areas so that pupils develop knowledge of the many contributions to our society of world cultures.

## **To achieve effective race equality we will:**

- develop in pupils self-esteem and mutual respect for all members of the college and wider community
- challenge incidents of racism, promoting race equality and appropriate systems
- set up systems to monitor curriculum materials and levels of student achievement
- analyse exclusions and incidents relating to culture and race
- ensure that all cultures are recognised, valued and celebrated
- promote an environment which acknowledges diversity and the value of different cultures and encourages pupils to feel proud of their background
- encourage pupils to enjoy participating in events and activities from a wide range of different cultural and ethnic traditions
- demonstrate to all pupils that discrimination of any kind is not acceptable on either a personal or institutional level and encourage them to demonstrate this in their interactions with others
- ensure that the organisation of the curriculum, whole college procedures, classroom practice and educational resources are firmly grounded in good practice, ensuring equal access to pupils from all cultures and backgrounds.

## **Guidelines for staff**

- promote positive images of a variety of cultures and background in classroom and teaching
- challenge any form of discriminatory remarks and behaviour
- pay attention to displays, illustrations, text books and work sheets to ensure harmful, negative stereotyping does not appear and where possible positive images are promoted
- include in their teaching, where appropriate, ways of countering the causes of inequality and prejudice
- review approaches to language used across the curriculum in order to accommodate the introduction of words from one culture to the next
- provide a high standard of care, commitment and service. In addition, where such issues are directly raised by our curriculum, seek to develop empathy within all our pupils with those who come from other cultures and backgrounds.
- aim to form links with groups and individuals from other cultures and ethnic backgrounds
- be committed to minimising exclusions by implementing agreed strategies and procedures for ensuring that each pupil, whatever his/her background, is given the opportunity to achieve and succeed.
- promote through assemblies, classroom activities, extra-curricular activities and the performing and expressive arts, the range of diverse cultural experiences which exist in modern-day Britain
- bring to the college community's attention, positive role models and high achievers in all fields from across the world and within this country from a wide range of different ethnic backgrounds
- be aware of stereotyping
- challenge and address bullying of any form including verbal, physical and psychological by any group or individual.
- be vigilant and take action against bullying whenever it arises in classrooms, corridors, staff room, playground and in the vicinity of the school.

## **Monitoring**

Pupil achievement will be monitored annually to ensure that the needs of pupils of different ethnic backgrounds are being fully met. Where it is clear that groups of pupils are being disadvantaged, immediate action will be taken to identify the reasons and strategies introduced to help overcome them.

Strategies and procedures for dealing with racist incidents will be considered regularly.

College based and commercially produced resource material will be monitored by subject leaders for suitability and appropriateness with reference to race, ethnicity and cultural diversity.

The pattern and frequency of racist incidents will be monitored with a view towards informing future action and improving our performance.

In Service Training will be provided to raise awareness of the issues surrounding race equality and good practice will be shared.

A senior member of staff will oversee the monitoring of this area of our work.

This policy has been drawn up by staff and Governors and will be reviewed regularly.

### **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.

Date: June 2021

Review date: July 2022