

# St Bede's Catholic College



## Equality information and objectives

## **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

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## **1. Aims**

### **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.

### **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

Our college aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it. Protected characteristics include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination

The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools.

This document also complies with our funding agreement and articles of association.

## **3. Roles and responsibilities**

The governing board will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the college, including to staff, pupils and parents

Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

The equality link governor will:

- Meet with the designated member of staff for equality twice a year and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they're familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full governing board regarding any issues

The Principal will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors

The designated member of staff for equality will:

- Support the Principal in promoting knowledge and understanding of the equality objectives among staff and pupils
- Meet with the equality link governor twice a year to raise and discuss any issues
- Support the Principal in identifying any staff training needs, and deliver training as necessary
- All staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

#### **4. Eliminating discrimination**

The college is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

The college has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

#### **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the college aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of co-curricular activities)

In fulfilling this aspect of the duty, the college will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement and implement actions in response

## **6. Fostering good relations**

The college aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

Working with our local community. This includes inviting speakers of different backgrounds to speak at assemblies, and organising college trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the college. For example, our college council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the college's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

The college ensures it has due regard to equality considerations whenever significant decisions are made.

The college always considers the impact of significant decisions on particular groups. For example, when a college trip or activity is being planned, the college considers whether the trip:

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

The college keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning college trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## **8. Equality objectives**

### **Objective 1**

Undertake an analysis of recruitment data and trends with regard to race, gender and disability and report on this to the Personnel Committee of the governing board.

### **Objective 2**

Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and make sure that any disadvantages they experience are addressed.

### **Objective 3**

Increase the representation of teachers from local black and minority ethnic communities over a 4-year period (from July 2022 to July 2026), so that this group increases from 4% to 15% of the teaching workforce and governing board.

### **Objective 4**

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination.

## **Objective 5**

Maintain recognition as a 'Disability Confident Committed' employer, to help address the under-representation of people with disabilities in the college workforce.

## **9. Monitoring arrangements**

The Principal will update the equality information we publish, at least every year.

This document will be reviewed by Personnel Committee at least every 4 years.

This document will be approved by the governing board.

Approved by Governors March 2024

To be reviewed March 2028