



ST. FRANCIS OF ASSISI CATHOLIC TECHNOLOGY COLLEGE

Equal Opportunities Policy

1.0 Purpose of Policy

This policy is in place to ensure that the ethos, policies and practices of St. Francis of Assisi Catholic Technology College respect and protect the rights of all individuals, and promote practices to ensure that all students and staff are enabled to make the most of their abilities and qualities.

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our vision that, through our curriculum, we will prepare our students for participation in our richly diverse society. It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice against children, parents, carers, staff, visitors and the wider community served by the school.

2.0 Definitions and Abbreviations

The school will make every effort to ensure that all groups prosper and are not subjected to harassment or discrimination. The progress and well-being of all children will be monitored and evaluated with particular emphasis on those:

- with Special Educational Needs
- who have difficulties in accessing the school's facilities or services
- who speak English as an additional language
- who have frequent moves and lack stability in life leading to time out of school or low attendance
- who are caring for others
- from homes with low income, and/or inadequate home study space
- who have experienced bullying, harassment or social exclusion
- with low levels of parental support or different parental expectations
- with emotional, mental and physical well-being needs

- who exhibit challenging behaviour
- from minority ethnic groups including travellers, refugees and asylum seekers.

All school policies will be monitored to ensure there is no discrimination on the grounds of gender, disability, race, age, religion or belief or sexual orientation.

3.0 Processes and Procedures

The school accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following in the case of students breaching the policy:

- Staff dealing with the incident will complete an incident report form
- The perpetrator will be dealt with in accordance with the behaviour policy
- The consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy the relevant procedures outlined in the staff discipline and grievance policy will be instigated.

In the case of parents, visitors or contractors breaching the policy they will be reminded of the school's commitment to equality and asked to desist, and further incidents may lead to individuals being requested to leave school premises.

4.0 Roles and Responsibilities

The Headteacher will:

- Ensure that a school culture and ethos is established, maintained and developed which: celebrates diversity/equality and achievement; promotes high expectations and inclusive approaches towards disabled people and those of different ethnic groups and religions; listens to and involves students, parents, carers and staff; communicates behaviour expectations; ensures that it welcomes applications for school places and jobs from all sections of the community; and ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on.
- Prepare an equalities plan within the School Improvement Plan to describe what the school will do to ensure that its policies and practice do not discriminate unfairly, directly or indirectly, against any groups of adults or students in the school; that it is accessible to all; and that positive role models and an outward facing perspective will strengthen it.

The staff will actively implement the equalities plan, and support the monitoring of impact.

Students, parents and carers will be consulted on the plan regularly and be kept informed through the school prospectus and home/school agreement.

Visitors and contractors will be made aware of the policy through relevant signs around the school and clauses in contracts.

The Governing Body will:

- Incorporate equality targets into the School Development Plan
- Designate a lead governor for equality issues
- Use its power to nominate governors to ensure its composition reflects the community it serves
- Encourage parents and staff from all ethnic groups when recruiting to the governing body
- Apply the principles of best value without discrimination when purchasing goods and services
- Monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
- Disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

5.0 Legislative Information

Equal Opportunities Law

6.0 Associated Policies/References

Staff Discipline and Grievance Policies

Local Authority and Diocesan Guidance for Equal Opportunities

7.0 Appendices and Contacts

Reviewer P. Oliver	Recommended by Spiritual & Pastoral Committee October 2016	Approved by Full Governing Body November 2016	To be reviewed Autumn 2017
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