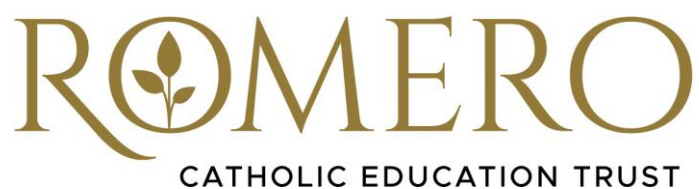


# Equality Policy: information and objectives



**Approved by:** Lisa Byron

**Date:** 26 Nov 18

**Last reviewed on:** 26 Nov 18

**Next review due by:** 26 Nov 22

## Contents

1. Aims.....	2
2. Legislation and guidance .....	2
3. Roles and responsibilities .....	2
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity .....	3
6. Fostering good relations.....	3
7. Equality considerations in decision-making .....	4
8. Equality objectives .....	4
9. Monitoring arrangements .....	4
10. Links with other policies .....	4

---

### 1. Aims

The Romero Catholic Education Trust aims to meet its obligations under the public sector equality duty 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
- 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 board of directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the schools, including to staff, students and parents/carers, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and students
- Monitor success in achieving the objectives and report back to the board of directors and the governors

## 4. Eliminating discrimination

The Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy are 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.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)

In fulfilling this aspect of the duty, the Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy will:

- Make evidence available showing how students with different characteristics are performing
- Analyse this data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

## 6. Fostering good relations

The Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy 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 pastoral education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures
- Holding assemblies dealing with relevant issues. Students 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 leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of students within the school. For example, our school council has representatives from different year groups and is formed of students from a range of backgrounds. All students are encouraged to participate in the school's activities, such as sports clubs. We also work with parents/carers 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 Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy ensure they have due regard to equality considerations whenever significant decisions are made.

The Romero Catholic Education Trust and St John's School and Sixth Form College – A Catholic Academy always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, they considers whether the trip:

- Cuts across any religious holidays
- Is accessible to students with disabilities
- Has equivalent facilities for boys and girls

## 8. Equality objectives

**Objective 1:** To narrow the gap in the attainment and progress of different groups of learners, with a particular focus on improving the achievement of students with Special Educational Needs and/or Disability (SEND) and those in receipt of pupil premium funding.

**Objective 2:** Ensure that all staff receive training on the Equalities act and introduce it into the induction programme for new starters. Also ensure that Staff, governors and directors are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting, it should be recorded in the meeting minutes.

**Objective 3:** Foster an inclusive community that values diversity and recognises equality amongst its members.

**Objective 4:** Promote and deliver an inclusive curriculum

## 9. Monitoring arrangements

The headteacher will ensure that the above is updated at least every year.

This document will be reviewed by the headteacher at least every 4 years.

This document will be approved by the headteacher.

## 10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment