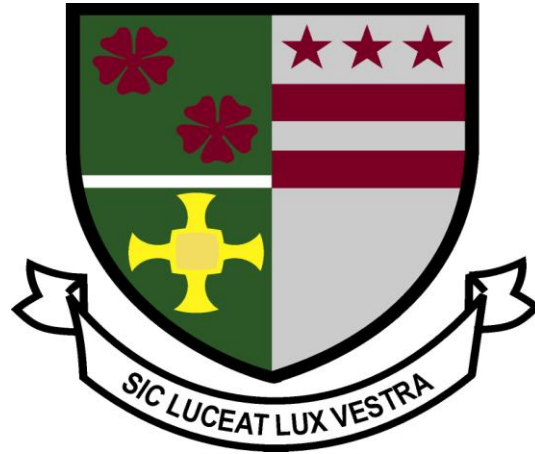


# St. Robert of Newminster Catholic School and Sixth Form College



## Equal Opportunities Policy

2010

Next Review: November 2011

St Robert of Newminster Catholic School & Sixth Form College  
Equal Opportunities Policy

**Our Vision**

All individuals are children of God, created equally in his image to share an eternal future. We promise to play our full part in their education and formation.

**Our Mission**

We strive to meet the academic, moral, physical, social and spiritual needs of all pupils so that they may take their place as caring, committed, aware and self-confident adult members of society.

**Our Aims**

In striving to create the school climate, which will nurture this mission statement, the school aims:

- To offer to all students a broad, balanced, appropriate, relevant and flexible curriculum.
- To develop as an integral part of the local community and in particular the local Catholic community; to develop and maintain the partnership between school and parents, parishes, primary schools and the wider community.
- To develop a worshipping community, in which prayer and liturgy are encouraged as part of faith development.
- To encourage all members of our school community; students, parents, staff and governors to follow the example of Christ in their daily work and relationships; to treat one another with justice and dignity, tolerance and respect and to be aware of and respond to each other's needs, hopes and aspirations.
- To provide and maintain an attractive, happy, secure, safe and healthy school environment.

**Professional Requirements of Staff**

In the light of our mission statement:

All members of staff have a professional responsibility to meet the **academic, moral, social and spiritual needs of all students.**

To enable this to happen:

- We will strive to provide an excellent teaching and learning experience for all students.
- We will encourage students to come to a fuller understanding of the difference between right and wrong. To be good citizens of the school community the students have to follow school rules, which are enforced by every staff member.
- The students will be given every opportunity to develop healthy lifestyles inside and outside the curriculum time. The school has a responsibility to encourage healthy eating and exercise during the school day.
- The Gospel values of respect and value for others will be made explicit to all students in their interaction with every member of the community. All members of the community have a responsibility to live out Gospel values in their work relationships.
- Opportunities will be provided for all community members to develop spiritually. The growth of the whole person must be implicit in the ethos of the school.

**School Motto**

Sic Luceat Lux Vestra: Let Your Light Shine

**St Robert of Newminster Catholic School & Sixth Form College  
Equal Opportunities Policy**

**Status**

This policy is reviewed annually. Next Review is September 2011.

It accords with national legislation and the equal opportunity policies of the LA.

It is a general statement of the commitment to Equal Opportunities. (For specific detail see also the Disability Inclusion Policy, Racial Equality Policy, Pay Policy, Performance Management Policy)

**Aims**

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- We will promote the concept of equality of opportunity throughout the organisation, both for those adults within the community of the school and for all students
- We seek to develop an understanding of, and promotion of, human equality and equal opportunities
- We will promote good relations between members of different racial, cultural and religious groups and communities
- We will enable students to take responsibility for their behaviour and relationships with others
- We acknowledge that the welfare principle is paramount as abuse occurs in all cultures, groups and social strata.

**The Legal Background**

The main statutory provisions covering discrimination are the following:

Equal Pay Act 1970

Sex Discrimination Acts 1975 and 1986

Race Relations Act 1976

Rehabilitation of Offenders Act 1974

Disability Discrimination Act 1995

Race Relations (Amendment) Act 2000

Special Educational Needs and Disability Act 2001

Race Relations Act 1976 ( General Statutory Duty: Code of Practice ) Regulations 2002

Also relevant are:

Employment Rights Act 1996

Equal Pay (Amendment) Regulations 1983

Human Rights Act 1998

Employment Relations Act 1999.

Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000

The Statutory Code of Practice on the Duty to Promote Race Equality

The School's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

# St Robert of Newminster Catholic School & Sixth Form College

## Equal Opportunities Policy

### **Responsibilities**

The governing body will monitor and review the working of the policy and procedures by allocation of duties to Curriculum and General sub-committee of the governing body

The Head has responsibility for the equal opportunities policy, and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.

The Head will also present general reports, statistics and incident reports to the Curriculum and General sub-committee.

All staff are responsible for following the policy and reporting incidents of unequal treatment or abuse to the appropriate senior member of staff.

### **Employment of Staff**

#### **Appointments**

- Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of gender, race, religion, disability or age.
- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment
- The school will make and keep information about the gender, ethnic background, disability and age of candidates for appointments, and actual appointments, and
- Inform the governing body's Personnel Committee on a termly basis, or whenever the governors request the figures

#### **Staff Development**

- All employees have equal chances of training, career development and promotion
- All new staff (teaching and non-teaching) to St. Robert of Newminster Catholic School and Sixth Form College will be offered induction training which will include a reference to the organisation's equal opportunities policy
- Staff development opportunities will be monitored and figures presented to the governors annually, or more often if requested by the governing body. All staff, and in particular those concerned with selection and promotion, are given equality awareness training.
- People becoming disabled while in employment will be given positive help to retain their jobs through reasonable adjustments or to be considered for redeployment if that is necessary.

# St Robert of Newminster Catholic School & Sixth Form College

## Equal Opportunities Policy

### **Pupils**

- Pupils have equal access to the National Curriculum programmes of study (unless disapplied) throughout each Key Stage, and non-compulsory courses, according to aptitude and ability.
- The school is committed to full educational inclusion (Ref: SEN, Inclusion, LAC, Disabilities, Behaviour & Medical Policies).
- The Deputy Head and Assistant Head Teacher responsible for curriculum will make and record figures on take-up of courses, which will be presented to the Head annually, or more often if requested.
- Annual analysis of attainment, behaviour and other student data will be undertaken by gender, ethnic background, special educational needs, anxious, looked after and ability.
- All subjects will have equality of opportunity at their core and make explicit references within schemes of work
- School and faculty development plans will act to improve the learning of students according to this analysis
- School rules and the Code of Conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability
- Positive attitudes and awareness development for equality of opportunity is specifically taught through the tutorial programme.

### **Racist or Other Forms of Bullying**

- All staff have a legal duty not to bully or otherwise harass other staff or students
- Where staff come across incidents involving racist or other forms of bullying they must report these to the appropriate senior member of staff (HoY, Subject Leader & DHT:ECM)
- The Personnel sub-committee of the Governing Body monitors at least once per term any incidents and actions taken, of racist or other forms of bullying.
- All incidents of racist or other forms of bullying amongst pupils will be taken seriously, and must be dealt with appropriately and reported in writing to the appropriate senior member of staff (Mrs Wake DHT:ECM).

### **Administration**

- Venues for meetings will take account of the needs of all participants
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant

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**Documents**

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers
- Access to documentation will include alternative formats such as electronically, large print and languages other than English, if spoken or read at home.

**Reports to the Police**

- Incidents that involve racist elements which need to be reported to the police will be done so via the schools Police Liaison Officer (Mrs Wake: DHT:ECM)

**Monitoring and Review**

- This policy will be annually reviewed and improved and developed as appropriate within the governors' policy review schedule.

**Policy Approval**

Chair of Governors' Signature \_\_\_\_\_ Mr J Waugh 29 November 2010

Head Teacher \_\_\_\_\_ Mr S. G. White 29 November 2010