

Ellesmere Port Catholic High School

Equality of Opportunity (incorporating Race Equality)

Status

Recommended

Purpose

The school is committed to celebrating diversity and complying with equality legislation. It recognises that it has to make special efforts to ensure that all groups prosper, including those with special educational needs; who have difficulties in accessing the school's facilities or services; who speak English as an additional language; who lack stability leading to time out of school (e.g. children in care); who as children are caring for others; who come from homes with low income and/or inadequate home study space; who experience bullying, harassment or social exclusion; with low parental support or different parental expectations; with emotional, mental and physical well-being needs; who exhibit challenging behaviour; who come from minority ethnic groups including travellers, refugees and asylum seekers.

The policy furthers our aim to promote equality of opportunity and good relations and to eliminate any form of discrimination against children, parents, carers, staff, visitors and the wider community served by the school.

Who was consulted?

The policy has developed over time through consultation with sections of the school community, the wider community and the local authority.

Relationship to other policies & documentation

This policy relates to the Equality Act of 2010, Public Sector equality duty guidance for schools in England. In line with guidance this policy now incorporates race equality. It also relates to the curriculum, safeguarding, child protection, LAC, SEN, EAL, anti-bullying, health and safety, recruitment, selection and retention of staff, and behaviour policies.

Roles and responsibilities of Headteacher, other staff, governors

The **Headteacher** will ensure that a school culture and ethos is established, maintained and developed which:

- takes into account protected characteristics of all students
- values equally the gifts of all and celebrates their achievements
- promotes high expectations and positive attitudes within all groups of students
- listens to and involves students, parents, carers and staff
- communicates behaviour expectations to all parents and students
- ensures that it welcomes applications for school places and jobs from all sections of the community
- ensures that incidents are reported, analysed, addressed swiftly and effectively, and reported on
- ensures equality is integrated into day-to-day decision making
- ensures equality objectives are set, published and reviewed annually (Appendix 1).

The **Assistant Headteacher (Student Personal Development, Welfare and Safety)** will:

- ensure equality objectives are set annually and keep under review through to completion
- make the headteacher and governors aware of any issues relating to the objectives set
- report any equality related incidents to the headteacher and governors
- ensure heads of year and pastoral leads are fully aware of the policy and equality objectives
- ensure procedures are in place for dealing with incidents relating to equality
- ensure all groups of students are monitored closely to ensure they achieve their best
- ensure all sectors of the school community are aware of the school's policy and procedures.

Heads of year and Pastoral Leads will:

- work with the assistant headteacher to ensure equality objectives are met
- implement the policy and follow procedures to ensure all groups are treated equally
- deal rigorously and swiftly with any equality reported incidents.

All staff are expected to:

- actively and positively promote equality and good relations
- avoid any form of discrimination
- report any incidents to the appropriate head of year

The **Business Manager/Site Manager** will:

- ensure visitors and contactors are made aware of the policy through clauses in contracts.

The **Governing Body** will:

- ensure the school complies with the Equality Act of 2010
- strive to nominate governors to ensure its composition reflects the community it serves
- ensure the policy and related procedures are implemented
- ensure staff recruitment procedures meet equal opportunities legislation
- ensure admissions criteria and procedures meet equal opportunities legislation
- apply the principles of best value without discrimination when purchasing goods and services
- receive a report from the Headteacher of equality related incidents.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It 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.

Arrangements for monitoring and evaluation

This policy will be reviewed annually and any changes will be included in the documentation and made available to parents and the staff handbook



Signed on behalf of the Governing Body (Chair)

Date:January 2019.....

Date for Review:September 2019.....

ELLESMERE PORT CATHOLIC HIGH SCHOOL

Equality Objectives

2018 – 19

At Ellesmere Port Catholic High School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

Objectives:

To reduce the incidence of the use of homophobic language by pupils in school.

To foster good relations further between different communities within our school.

To increase staff's understanding of equality and its implications on a day to day basis.

To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

To raise levels of attainment in core subjects for vulnerable learners.

To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

To promote cultural understanding between different ethnic groups within our school community.