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## EQUALITIES STATEMENT

*(Extracted from the Equalities Policy)*

The Governing Body of St Columba's Catholic Boys' School is fully committed to the principle of equality of opportunity for all staff and in the provision of teaching and learning. Within the context of being a Catholic school firmly based on Gospel values we take pride in our increasingly diverse community and the cultural richness it bring with it. We believe that everyone is a unique and special creation of God.

This policy outlines our commitment to equality and diversity. It sets out our intention to create an environment in which everyone in our school community can take full part in the academic, social and cultural life of the school. It also sets out our commitment to promote equality and celebrate diversity amongst our students, their families and our staff.

### Context

The Governing Body recognises that certain groups of people in society have historically been disadvantaged on the basis of their race, gender, disability, religion or beliefs, sexual orientation or age. We will put in place a range of actions consistent with the Equalities Act 2010 to eliminate prejudice, unlawful discrimination and victimisation within the school community.

We will ensure that everything we do, helps to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- Advance the equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

This policy has been developed in line with the catholic values and principles of our school. All employees are required to support the ethos of the school in their professional life and our policies reflect that requirement. In summary this policy covers the need for equality in respect of the following protected characteristics:

- Gender;
- Gender reassignment;
- Disability;
- Age;
- Race, including ethnic or national background;
- Religion or belief;
- Sexual orientation;
- Marital status; and
- Pregnancy or maternity.

*Our school is an inclusive place of learning that celebrates and welcomes diversity.  
Every member of our community is a unique and special creation of God and is known,  
cared for and valued for the contribution they make.  
Every student is challenged and supported to achieve his best.*



## **Equalities Statement in the context of the School Ethos**

The entitlement to develop learn and work in an environment free from discrimination is implicit in the ethos of St Columba's Catholic Boys' School, the core of which is the ultimate worth and dignity of every human being. No member of our school community shall suffer unlawful discrimination on the basis of the protected characteristics of gender, gender reassignment, disability, age, race, sexual orientation, marital or civil partnership status, religion or belief or pregnancy or maternity. Allegations of unlawful discrimination will be investigated and pursued in line with the schools grievance and disciplinary procedure. The school recognises that in some cases it may be necessary to put in place favourable treatment for some individuals or groups in the interest of securing sustainable equality of access and opportunity within the limit of what is allowed by law.

The assurance of equality of opportunity and freedom from discrimination must permeate all aspects of school life including:

- Teaching, learning and assessment;
- Behaviour and discipline, including sanctions;
- Student rewards;
- Advice and guidance;
- Personal development and pastoral care;
- Extra-curricular opportunities and participation;
- Admissions, attendance and punctuality;
- Curriculum and options;
- Staff recruitment, promotion and professional development;
- Employment policies and practice;
- Partnerships with other schools; and
- Partnerships with parents and communities.

We are committed to:

- Actively tackling discrimination and promoting equal opportunities and positive attitudes;
- Encouraging, supporting and helping our students and staff to reach their potential;
- Working with parents, carers and the wider community to tackle discrimination; and
- Making sure that the Equality Act 2010 is implemented and its effectiveness is monitored.

*September 2019*