



ST GREGORY'S CATHOLIC COMPREHENSIVE SCHOOL

EQUAL OPPORTUNITIES and RACIAL EQUALITY POLICY

<p style="text-align: center;"><u>Policy Statements</u></p> <p>The Governors are committed to supporting the school in its endeavours and to ensuring that the following are achieved in the light of its Mission Statement "Christ at the Centre of Living and Learning":</p>	<p style="text-align: center;"><u>Monitoring Success Criteria</u></p> <p>The Governors consider that the following criteria are evidence of successful implementation of each of the policy statements:</p>
<p>1. St Gregory's school provides an environment, curriculum, processes and procedures that ensure equal respect for all students, staff and parents / carers, in accordance with current equality legislation* and promotes the belief that each individual be empowered to reach his or her own potential in line with the requirements of the Diocesan Trust Deed and have a similar respect for the wider community.</p>	<ul style="list-style-type: none"> • the school has appointed an equal opportunities co-ordinator, who raises staff awareness of their responsibility to promote equality of opportunity and to celebrate diversity • all school procedures recognise, and are in line with, all equality statutory requirements • at all team meetings, equality and related issues are regular items for discussion on the agenda • subject areas monitor curriculum results in public examinations on uptake and performance to ensure that there are no adverse influences that could be attributed to lack of equal opportunities or discrimination of any form • promote positive attitudes towards disabled people.
<p>2. The school will strive to promote equality in all dimensions of school life, and its relationship with the community. St Gregory's will encourage good relations by actively celebrating diversity and promoting community cohesion.</p>	<ul style="list-style-type: none"> • each AOL is developed in a culturally sensitive way, which promotes equality, avoids stereotypes, and prepares children for life in a diverse society • all staff have access to appropriate training in the promotion of equality • racial incidents will be monitored and recorded. Other incidents are processed according to the Behaviour Management System • the school community will pursue opportunities for wider participation

Definitions

Staff: In this document staff refers to all teaching and support staff within the school community
 For further details please refer to Equal Opportunity and Racial Policy Procedures and Equality Plan
 EAL – English as an Additional Language

***Current equality legislation covers the following protected characteristics:**

Disability, Race, Religion or Belief, Gender, Gender Reassignment, Sexual Orientation, Pregnancy and Maternity, Age (not pupils) and Marriage and Civil Partnership (not pupils)

Types of Discrimination included in the Act are:

Direct Discrimination, Indirect Discrimination, Discrimination by Association, Discrimination by Perception, Harassment, Harassment by 3rd Party and Victimisation.

Linked Policies

Admissions Policy
 AEN Policy
 Behaviour Policy
 Curriculum Policy
 Equal Opportunities & Racial Equality Procedures
 Exclusions Procedures
 Pastoral Care and Child Protection Policy
 Pay and Conditions Policy
 Staff Development Policy

Date approved by CCC Committee: January 2010

Date approved by Full Governing Body: March 2010

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