



# Saint Ambrose College

## Equality Policy

Written	To be reviewed
December 2021	December 2023

“We are all one in Christ Jesus” (Galatians 3.28)

## **Vision**

Everyone at St Ambrose College thrives and achieves regardless of their personal characteristics. We ensure that all we do is rooted in the mission statement and the eight essentials. Following the teachings of Christ, we accept all are equal and have been born in Christ's image, we celebrate diversity and look for ways to include all. We are not afraid to tackle difficult issues and have clear structures and a curriculum in place which is focused on compassion, understanding, tolerance and empowerment. Through this policy and subsequent work, we will ensure that all staff, students and stakeholders can work in partnership to celebrate the talents and individuality of all in our community. This will in turn ensure that all of students truly grow and develop in to resilient Ambrosians, who are equipped to lead and make a positive impact in the modern world, so all people can feel self-worth.

### **1. Introduction**

#### **a) Legislative context**

This policy has been developed in response to the Equality Act 2010 and represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy. It has also been written as a direct response from college leaders and staff to ensure that the school truly lives out its mission statement and challenges any belief or action that threatens it.

Three main aims to help us at St Ambrose achieve the Equality duty:

- 1 Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.
- 2 Advance equality of opportunity between those who have a **protected characteristic** and those who do not.
- 3 Foster good relations between those who share a **protected characteristic** and those who do not.

#### **b) Protected characteristics**

The Equality Act defines nine **protected characteristics** which are:

- Age
- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnerships

## 2. General principles

### Staff and Governors will:

- Protect all in the community and ensure that all are accepted and valued.
- Actively promote equality of opportunity in all areas of College life and challenge obstacles to this.
- Ensure that members of the College community know their rights and respect the rights of others.
- They understand the Christian message of love and acceptance and live it out everyday.
- To ensure that prejudice or discrimination in all its forms is actively rejected.
- Ensure that all staff and students are aware of equality issues for all members of the College community and establish links with the local community for long term change.
- Establish strategies to ensure equal access to the curriculum and enable each individual to fulfil their potential regardless of ability, gender, race, disability, religion or sexual orientation.
- Make no apology, that as a Catholic school, we will always look for ways to celebrate diversity and inclusion and will not tolerate or accept any person or people who actively undermine or challenge the belief that we are all created in the image of God and are loved by God.

## 3. Practice and policy

Equality and diversity principles based on the above aims will be embedded in our daily practices, policies and the processes of decision-making, including:

- Admissions, induction and attendance.
- Students' progress and achievement.
- Students' personal development and wellbeing, particularly in relation to safeguarding and PSHCE.
- Parental involvement – parents will be encouraged to share ideas and support our mission at home.
- Working with the wider community – particularly other schools.
- Behaviour for learning will be focussed on acceptance, support and allow students to develop in mind and body.
- Staff recruitment and professional development.
- Curriculum access and participation for all students.
- Teaching styles and strategies will be child focussed and will be bespoke.

## 4. Policy Commitments

### a) **Curriculum**

We aim to provide all our students with the opportunity to succeed. To achieve this, we will ensure that:

- Curriculum planning reflects a commitment to equality;
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and their families in the College it is a curriculum which allows students to take risks, to ask questions and have conversations to inform;
- Opportunities in the curriculum will be taken to explore concepts and issues related to identity and equality;

- Attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language are promoted always and systems will be in place to recognise positive actions as this is a core value as Ambrosians;
- Time will be taken to ensure that images, materials, resources used in the delivery of the curriculum positively reflect a range of cultures, identities and lifestyles.
- Staff will be given CPD, support and understanding so they can be effective teachers and bring the curriculum to life.

#### **b) Progress and Achievement**

There are consistently high expectations of all students regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes:

- Staff will be expected to provide positive role models in their approach to all issues relating to equality of opportunity;
- The particular needs of individuals and groups within the College will be identified, and targeted interventions used to narrow gaps in achievement;
- A range of teaching methods will be used throughout the College to ensure that effective learning takes place at all stages for all students.
- All students are actively encouraged to engage fully in their own learning and any obstacles to this will be removed.

#### **c) School ethos and culture**

We aim to achieve an ethos of inclusion, openness and tolerance which welcomes everyone to the College and encourages mutual respect and is rooted in our mission statement;

- Reasonable adjustments will be made to ensure access for students, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to College information and activities);
- Students' views are actively encouraged and respected. Students are given opportunities to voice their feelings and thoughts through a variety of forums e.g. the School Council, House system and are given a wide range of leadership opportunities.
- Positive role models are used throughout the College to ensure that different groups of students feel welcomed and included.

#### **d) Staff Recruitment and Professional Development**

- All posts are advertised formally and open to the widest pool of applicants;
- Those involved in recruitment and selection are appropriately trained and aware of the need to avoid discrimination and ensure equality of opportunity.
- Equalities policy and practice is covered in all staff inductions;
- Employment policy and procedures are reviewed regularly to check conformity with legislation and the impact of policies are kept under regular review.

#### **e) Countering and challenging harassment and bullying**

The College:

- counters and challenges all types of discriminatory behaviour and this stance is made clear to staff, students, parents and governors;
- has a clear, agreed procedure for dealing with prejudice-related bullying incidents and has a nominated member of staff, Mr Groves DSL who is responsible for recording and monitoring incidents;
- reports to Governors and the Local Authority on an annual basis the number of prejudice related incidents recorded in the school.

#### **f) Partnerships with parents and the wider community**

The College aims to work in partnership with parents. We will:

- Encourage all parents to participate in the life St Ambrose College;

- Maintain good channels of communication, ensuring parents' views are captured to inform practice.

## 5. **Roles and responsibilities**

The *Principal and Senior Leadership Team* will:

- oversee the effective implementation of the policy,
- ensure staff have access to training which helps to implement the policy,
- report to the Governing Body annually on the effectiveness of this policy,
- keep up to date with any governmental developments that would impact the policy or actions arising from it,
- ensure opportunities are in place for student voice and reflection and learning on issues surrounding equality.

The *Governing Body* will:

- ensure that the objectives arising from the policy are part of the School Improvement Plan,
- support the Principal and the Senior Leadership Team in implementing the policy,
- evaluate and review the policy every two years and the equality objectives every 4 years.

*Students* will:

- actively be involved in the further development of the policy and objectives,
- be encouraged to support the policy and expected to act in accordance with it,
- feedback regularly on the effectiveness of the policy and inform next steps,
- inform the college staff of any issues that arise that needs action to safeguard all.

*Parents* will:

- be encouraged to actively support the policy,
- ask for support from the college if they need any guidance,
- inform of any incident related to this policy which could directly affect their child.

*College staff* will:

- be made fully aware of the Equality Policy and how it relates to them,
- be involved with the further planning and action in this crucial area of school development,
- be encouraged to actively support the policy and expected to act in accordance with it,
- be encouraged to make known any queries or training requirements,
- report any issues to the Senior Leadership Team,
- ensure that all staff and students take the policy and its work seriously and challenges any negative and potentially harmful views.

## 6. **Equality Objectives**

Taking into account the views of students, parents, staff and community together with analysis of available information, specific and measurable objectives will be set that will help the College to achieve the aims of the general equality duty. These will be reviewed every 4 years and reported to the Governing Body.

## 7. **Monitoring and evaluation**

The implementation of this policy will be monitored and evaluated by the Students, Staff and the Governors. The policy will be reviewed every two years.

**Adopted by the Governing Body:**

**Reviewed by Student, Staff and Community Committee**

**Approved by the Principal**