



*Saint Joseph's*  
CATHOLIC SCHOOL

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# **Equality and Diversity Policy**

Version 5.1 October 2023

ST JOSEPH'S CATHOLIC SCHOOL  
CHURCH ROAD  
LAVERSTOCK  
SALISBURY  
SP1 1QY

**Success Criteria:**

**Our Aim:** At St Joseph's we believe that each pupil and employee are made in the image and likeness of God and are therefore deserving of equal respect, value and success irrespective of religion, ethnicity, national origin, ability, gender, socio-economic status, sexual orientation, gender reassignment, pregnancy or disability. We are committed to ensuring that all pupils and employees are able to enjoy the same opportunities by removal of any barriers to learning or personal development.

**Monitoring Procedures:**

|  |                            |   |
|--|----------------------------|---|
| <b>By Whom:</b><br>Governors' Pastoral and Ethos Committee | <b>When:</b><br>Biennially | <b>How:</b><br>Reports to the Pastoral and Ethos Committee termly |
|--|----------------------------|---|

**Evaluation:**

|  |                            |  |
|--|----------------------------|--|
| <b>By Whom:</b><br>Head teacher and the Pastoral & Ethos Governors Committee | <b>When:</b><br>Biennially | <b>How:</b><br>SLT and the Pastoral and Ethos Committee to review Policy |
|--|----------------------------|--|

**Revision History:**

| <u>Version</u> | <u>Approved</u> | <u>Review Date</u> | <u>Additional notes</u> |
|----------------|-----------------|--------------------|-------------------------|
| 5.1            | October 2023    | October 2025       |                         |
| 5.0            | September 2021  | September 2023     | -                       |
| 4.0            | January 2017    | January 2019       | Rewrite                 |
| 3.0            | December 2016   | November 2017      | Rewrite                 |
| 2.1            | November 2014   | November 2015      | -                       |
| 2.0            | November 2013   | November 2014      | -                       |

**Key Personnel:**

The Governing Body  
The Head Teacher  
Senior Leadership Team  
All staff

**Vision Statement:**

St Joseph's is a co-educational, 11-16 Catholic voluntary-aided school in the diocese of Clifton and the county of Wiltshire. Our aim is to provide a caring educational environment where each person is valued and is given the dignity due to a child of God.

At the heart of our school is the Christian vision of the human person. We want each member of our community to grow as an individual witness to the gospel values of love, truth and justice. We want each pupil to be healthy in mind, body and spirit.

Each member of our community should feel safe and secure in the learning environment. We aim to develop a sense of self-discipline and responsibility in our pupils. Everyone in our community should show respect for themselves, respect for others and respect for the environment.

We believe that each pupil should have the opportunity to enjoy and achieve to their full potential. We are committed to praising and celebrating achievement. We want our pupils to have high expectations of themselves to understand the value of service to others and our responsibility as stewards of the environment. Everyone has a contribution to make in helping to build the common good. We aim to equip our pupils with the ability to make good choices in their lives based on the positive relationships and values they have learned in St Joseph's.

We aim to help each of our pupils to develop morally and spiritually. We want them to achieve economic well-being while being mindful of the needs of others who are less fortunate.

We are committed to aspiring for excellence in all that we do for the sake of the Gospel.

Headmaster

| <b>National Policies and guidance/courses referred to and incorporated into SJCS Policy:</b> |                              |
|--|------------------------------|
| <b>Document/Course Title:</b>  | <b>Document/Course Date:</b> |
| Equality & Inclusivity Training led by Diversity Role Models – All Staff                     | March 2023                   |
| The Equality Act 2010 incorporating the Public Sector Equality Duty                          | -                            |
| The Equal Pay Act 1970   | -                            |
| The Employment Act 2002  | -                            |

| <b>Other SJCS Policies that relate to this Policy:</b>   |
|--|
| Behaviour Policy (incorporating the Anti-Bullying Policy)<br>Safer Recruitment Policy<br>Admissions Policy<br>Safeguarding & Child Protection Policy<br>Examination Policy<br>Accessibility Plan |

## Legal Framework

The Equality Act 2010 provides us with a single consolidated source of discrimination law and we comply with all aspects of the Public Sector Equality Duty. This means we recognise that it is important to have due regard for the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.
- This is especially important in our school where we promote a community based on fostering a sense of cohesion and belonging irrespective of religion, ethnicity, national origin, ability, gender, socio-economic status, sexual orientation, gender reassignment, pregnancy or disability.
- Understand and use Positive Action provision which will allow us to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics.

## Responsibilities

### The Governing Body:

It is the Governing Body's responsibility to:

- Ensure that St Joseph's complies with the Equality Act 2010 and all other relevant legislation;
- Ensure that St Joseph's policy, procedures and strategies are carried out with appropriate impact assessments informing future development of the strategy;
- Ensure that the school's admission policy is followed and is fair and equitable in its treatment of all applicants;
- Provide information in accessible, appropriate formats;
- Ensure St Joseph's is pro-active in recruiting high-quality applicants for all posts (with the exception of the Head teacher, Deputy Head Teacher and Head of RE who must all be practising Catholics) from all sectors of the community, including under-represented groups.

### The Head Teacher:

It is the Head teacher's responsibility to:

- Implement the policy and its strategies and procedures;
- Ensure that all staff receive appropriate and relevant continuous professional development with regard to equality and diversity;
- Actively challenge and take appropriate action in any case of discriminatory practice;
- Deal with any reported incidences of harassment or bullying in line with LA and diocesan guidance;

- Ensure that all visitors and contractors are aware of, and comply with, the school's equality and diversity policy;
- Produce a report on progress for governors annually;
- Ensure qualifications are delivered in accordance with the Equality Act 2010.

## All Staff:

It is the responsibility of **all** staff to:

- Be vigilant in all areas of the school for any type of discriminatory behaviour, including harassment and bullying;
- Deal effectively with all incidents from name-calling to more subtle forms of discrimination or victimisation caused by perceived different characteristics;
- Identify and challenge any form of bias and/or stereotyping within the curriculum and the school's culture;
- Promote equality and good relations and not discriminate on grounds of religion, ethnicity, national origin, ability, gender, socio-economic status, sexual orientation, gender reassignment, pregnancy or disability;
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society and our role;
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.
- Staff will be given training opportunities to keep abreast of developments – the most recent all teaching staff training was led by Diversity Role Models in March 2023

## Policy Commitments

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

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

In enacting this policy, St Joseph's is committed to promoting equality across the school in a number of contexts.

### Promoting Equality: Curriculum

- All curriculum planning will be inclusive and reflect the diverse society of which our young people are part;

- Attitudes and values that challenge discriminatory behaviour and language will be promoted through our curriculum;
- Attention will be paid to resources to ensure that non-stereotyped materials are used which reflect a range of cultures, identities, and lifestyles.

### **Promoting Equality: Achievement**

We are committed to praising and celebrating the achievement of all our learners and in order to support achievement, will ensure that:

- Adults in the school are positive role models in their approach to all issues relating to equality of opportunity;
- Positive Action provision will be used to target interventions to narrow gaps in achievement;
- High priority will be placed on the provision for special educational needs and disability;
- A range of teaching methods will be used throughout the school to ensure that effective learning takes place across both key stages for all pupils, promoting pupil engagement and progress.
- We collect and analyse data to inform our planning and identify targets to achieve our attainment targets for students.
- We have procedures to identify children with SEND.
- We collect data and monitor progress and outcomes of different groups of students and use this data to support school improvement, acting to close attainment gaps.

### **Promoting Equality: Qualifications, Assessments and Exams**

- The school recognises its duties towards disabled candidates, will as part of this duty explore and provide access to suitable courses, submit applications for reasonable adjustments and make reasonable adjustments to the service the school provides to disabled candidates.
- We will apply for access arrangements for pupils to ensure that no pupil is disadvantaged during public examinations.

### **Promoting Equality: Countering and Challenging Harassment and Bullying (see also Anti-Bullying section within the Behaviour Policy)**

- We consider equality issues in relation to admissions and sanctions.
- We are aware of the Reasonable Adjustment duty for disabled students.
- All appointment panels give due regard to this policy so that no one is discriminated against in terms of employments or promotion.
- We actively promote equality and diversity through the curriculum, and this is explicitly a focus in the PHSE curriculum.
- Our admission arrangements are fair and transparent, and we do not discriminate against students by treating them less favourable on the grounds of sex, ethnicity, disability, religion or belief, sexual orientation, gender and other protected characteristics.
- The school counters and challenges all types of discriminatory behaviour and this is made clear to pupils, parents and carers, staff and governors;

- The school has a clear and agreed procedure for dealing with bullying incidents, prejudiced and otherwise. Any prejudice-related bullying will be recorded and reported upon separately also.
- The school will report to Governors, via the Pastoral & Ethos committee, and the local authority with regard to the number of prejudice related incidents recorded in the school.
- The school has set up a pupil-led group called the Anti-Bullying Ambassadors and they have undergone training and have delivered assemblies to pupils and meet regularly to ensure that all pupils have a student body to speak with.
- The school also has a pupil group who promote inclusion – The Inclusivity Alliance.

### **Promoting Equality: Partnerships with Parents/Carers and the Wider Community**

- The school ensures that parents and carers of all backgrounds are welcomed as part of the St Joseph's community and play a full part in the life of the school;
- Parents and carers are encouraged to offer their opinions so that views are captured and acted upon;
- Members of the wider community are regularly invited to contribute to the delivery of the curriculum and join in school activities and celebrations;
- Members of the St Joseph's community communicate our belief that we should 'Love Your Neighbour as yourself' to the wider community through our attitudes and charitable actions.

### **Promoting equality: Staff Recruitment and Staff Development**

Please see Safer Recruitment and Staff Development policies.

### **Promoting Equality: Fostering Good Relations**

We prepare our students for life in a diverse society and ensure that there are activities across the curriculum that promote the spiritual, moral, social and cultural development of our students.

- we teach about difference and diversity and the impact of stereotyping, prejudice and discrimination through PSHE, RE and across the curriculum including our form time and assembly programme
- we use materials and resources that reflect the diversity of the school, the local community and British society
- we promote a whole school ethos and values that challenge prejudice language, attitudes and behaviour and is rooted in our school's Tree of Values

## **Consultation and Review**

The policy will be reviewed every two years. In school, staff will be engaged in discussion about the policy and its values. The views of parents, staff and governors regarding the content or operation of this policy should be submitted to the Head teacher.