



The  
**St Gregory the Great**  
Catholic Academy Trust

*'Where love exists, it does great things'*

# Statement

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## Equality

**Reviewed**

**and approved by:** The Education, Standards and Pupil Experience Committee

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**Version:** 1

# Equality Statement

## Legal Duties

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment, victimisation and other prohibited conduct
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees not for service provision),
- disability
- race
- sex
- gender reassignment
- maternity and pregnancy
- religion and belief,
- sexual orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to carry out some specific duties to demonstrate how we meet the general duties. These are to:

- Publish Equality Information – to demonstrate compliance with the general duty across its functions (**We will not publish any information that can specifically identify any individual**)
- Prepare and publish equality objectives which we will review every 4 years
- Consult all our stakeholders in the development of our equality objectives and report on progress against our objectives on an annual basis

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

As part of the Church's historic agreement with the Government, Catholic schools are allowed to prioritise Catholics in their admissions codes and also reserve specific teaching roles for practising Catholics.

## **Benefits, facilities and services**

Exceptions are provided for schools with a religious character in relation to how education is provided and access to aspects of school life. Catholic schools will still be able to mark or celebrate events specific to their religion and ethos. Parents, guardians or carers will not be able to claim that their children have been discriminated against simply because an equivalent celebration of events of significance to their particular religion is not arranged. Schools will also still be able to organise trips to a local church and will not have to organise visits to accommodate children of other faiths within the school. The DfE guidance also states as an example that a child of a different faith could not claim that they were being treated less favourably because objects symbolic of a school's faith, such as the Bible, were given a special status on the school.

## **Employment**

The Act provides that for schools with a religious character it will not be unlawful discrimination to do certain things permitted by the School Standards and Framework Act 1998 ("the SSFA").

This means that for Catholic schools, preference may be given in connection with the appointment, remuneration or promotion of teachers, to those whose religious beliefs or religious practice is in accordance with the tenets of the school's religion or religious denomination or who give or are willing to give religious education in accordance with the tenets of the faith.

Conduct that is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher's employment should be terminated.

## **Acts of worship**

The Act contains a general exception to the religion or belief provisions which allows all schools to have acts of worship or other forms of collective religious observance. The daily act of collective worship is not covered by the religion or belief provisions, which means that schools will not be acting unlawfully if they do not provide an equivalent act of worship for other faiths.

A school must of course comply with any request by a parent for a pupil to be wholly or partly excused from attending RE. Parents have the right to withdraw their children from collective worship. The character and content of collective worship continues to be determined by the Academy Council in accordance with the school's teachings of the Catholic Church. Schools are also free to celebrate religious festivals and would not be discriminating against children of other faiths e.g. putting on a nativity play.

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any group, we will include work in this area.

We also recognise that our work on equality is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. We will therefore ensure that our curriculum helps to prepare pupils for life in modern Britain and that we work proactively to address all forms of prejudice and discrimination, including derogatory and discriminatory language.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations, we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development
- Aim to reduce and remove existing inequalities and barriers
- Consult and involve widely
- Strive to ensure that society will benefit

## **Our Ethos/Mission**

school to enter their own

## **Our Equality Objectives**

school to enter their own

## Addressing Prejudice Related Incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur, we address them immediately and report them when we access support.

## Responsibility

We believe that promoting Equality is the whole school's responsibility:

School Community	Responsibility
<b>Academy Council</b>	<p>Ensure the school is complying with all duties set out in the Equality Act 2010.</p> <p>Involve and engage the whole school community in identifying and understanding equality barriers and in the setting of objectives to address these.</p> <p>Monitor progress towards achieving equality objectives.</p> <p>Publish data and publishing equality objectives.</p> <p>Ensure that staff have access to appropriate training and resources.</p> <p>Provide equal employment opportunities for all staff and comply with all relevant employment and equalities legislation and regulations.</p> <p>Consider the use of Equality Impact Assessments (EIAs) and Data Protection Impact Assessments (DPIAs) where relevant.</p>
<b>Head Teacher /Principal</b>	<p>As above including:</p> <p>Promote key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties.</p> <p>Ensure that all school community receives adequate training to meet the need of delivering equality, including pupil awareness.</p> <p>Ensure that all staff are aware of their responsibility to record report and respond appropriately to prejudice related incidents.</p> <p>Ensure reasonable adjustments are made where legally required.</p> <p>Deal with any form of discrimination, harassment, victimisation or bullying immediately, taking appropriate action under the school's disciplinary policy and procedure.</p>

<p><b>Senior Leadership Team</b></p>	<p>To support the Headteacher/Principal as above</p> <p>Ensure fair treatment and access to services and opportunities.</p> <p>Ensure that all staff are aware of their responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Complete thorough EIAs at required stages when undergoing a restructure or significant change to a service to ensure a change does not unlawfully discriminate against any group of staff based on their protected characteristic and that any potential negative impact is minimised.</p> <p>Carry out DPIAs before implementing a new technology that is likely to result in a high risk to the rights and freedoms of individuals.</p>
<p><b>Teaching Staff</b></p>	<p>Help in delivering the right outcomes for pupils.</p> <p>Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated.</p> <p>Design and deliver an inclusive curriculum.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the Trust/ school disciplinary policy and procedure.</p>
<p><b>Support Staff</b></p>	<p>Support the school and Academy Council in delivering a fair and equitable service to all stakeholders.</p> <p>Uphold the commitment made by the head teacher/principal on how pupils and parents/carers can be expected to be treated.</p> <p>Support colleagues within the school community.</p> <p>Ensure that you are aware of your responsibility to record, report and respond appropriately to prejudice related incidents.</p> <p>Understand that behaviours that are deemed to be unacceptable and a contravention of the equality policy will be dealt with as a disciplinary matter under the scope of the Trust/ school disciplinary policy and procedure.</p>
<p><b>Parents/Carers</b></p>	<p>Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these.</p> <p>Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all.</p>

<b>Pupils</b>	Supporting the school to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated.
<b>Local Community Members</b>	Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all.

**We will ensure that the whole school community is aware of the Equality Policy and our published equality information and equality objectives by publishing them on the school’s website.**

### **Breaches**

Breaches to this statement will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the Headteacher/Principal and Academy Council.

### **Monitor and Review**

Every four years, we will review our objectives in relation to any changes in our school profile. Our objectives will sit in our overall school improvement plan and therefore will be reviewed as part of this process.

This Policy will be reviewed by the school on a 4-yearly cycle and must be signed by the Chair of the Academy Council and Headteacher.



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**All policies are written in line with our Trust Mission Statement:**

Within the St Gregory the Great Catholic Academy Trust, our academies are communities where our children and young people are given a clear vision for life, a vision which is rooted in the person and teachings of Jesus Christ and which is faithful to the mission of the Catholic Church.

**St Gregory the Great Catholic Academy Trust** is a charity and a company limited by guarantee.

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**Diocese of Leeds**  
**Vicariate of Education**