

## **EQUAL OPPORTUNITIES POLICY**

### **(Including Racial Equality and Cultural Diversity)**

At Blessed Edward Oldcorne Catholic College we wish to create and maintain a trusting, secure and happy environment where everyone can work as equals. Our Gospel Values of Love, Truth, Justice, Compassion, Sacrifice, Holiness, Peace and Forgiveness underpin this policy. All members of the college community have responsibilities to promote equality of opportunity, experience and treatment. We are all treated equally in the eye of God and we are all of equal worth. Our college consists of a diverse range of people – employees, visitors students and parents. We need to celebrate our difference, by understanding them and enjoying the diversity this brings. This policy takes into account the requirement of the Equality Act 2010. The policy will be applied to all staff and students, as well as any volunteers working in Blessed Edward Oldcorne Catholic College.

We want to foster mutual tolerance and our aim is for everyone to feel valued within the college.

By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the college can ensure that all staff, students and volunteers:

- Have opportunities to achieve their potential.
- Have access to and can make full use of the college's facilities and resources.
- Are prepared for life in a diverse and multi-ethnic society.
- Understand the meaning of prejudice, how discrimination occurs and how to take a stand against these.
- Participate in positive ethos and environment.
- See that Racist and discriminatory incidents are dealt with effectively (see Discipline policy and Anti-Bullying Policy).
- See that Inclusion issues are taken seriously and are considered in all aspects of college life.
- Are free of any discrimination whether religious, race, disability, sexual orientation or gender.

## **Equal Opportunities**

All students and adults within Blessed Edward Oldcorne Catholic College have a right to be treated with respect. This includes a right to:

- Study, learn and work.
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age.
- Freedom from sexual comments or harassment and inappropriate use of humour.
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience.

Students and adults within college are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

## **Support**

Support is available for students from their Form Tutor, Director of Studies, Senior Leaders or any trusted adult.

Some students may access Learning Support or the Sanctuary Centre as sources of help. The College Nurse, College Counsellor and other outside agencies may support students as appropriate. Support for staff is available from their Line Managers and the Senior Leadership Team.

## **RACIAL EQUALITY AND CULTURAL DIVERSITY**

The curriculum of the college will incorporate multi-faith teaching and learning about other cultures. This universal approach may include visits to places of worship, sites of specific religious/cultural interest, and the use of speakers from different faiths and cultures.

Racist language and behaviour will not be tolerated. All incidents will be recorded and parents notified. Persistent racism will result in exclusion. The college will:

- Promote equality of opportunity.
- Promote good relations between members of different racial, cultural and religious groups and communities.
- Eliminate unlawful discrimination.

In order to achieve these criteria we are guided by the following principles:

- Every person should have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every person should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every person should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.
- Every person should have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well-being.

### **Religious Observance**

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

### **Breaches of policy**

Breaches of policy will be dealt with in the same way that breaches of other college policies are dealt with, as determined by the Principal, the governing body and disciplinary procedures. If a person behaves in an unacceptable manner this may result in a warning being issued, formal disciplinary action or referral to a higher level of authority. The offending person has the right to appeal in writing to the Chair of Governors.

### **Responsibilities**

The governors' responsibility is to ensure that the college complies with the legislation and that this policy and its related procedures and strategies are

implemented. In order to do this the policy will be reviewed by the Finance & General Purposes Committee.

The Principal is responsible for implanting the policy; for ensuring that all staff are aware of their responsibilities by presenting all staff with the updated policy. He is responsible for ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the college development plan. He is responsible for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to challenge racial and cultural bias and stereotyping, and to incorporate principles of equality.

### **Availability of this Policy**

This policy will be available to parents on request and will be published on the college website. It will be available to staff on the staff portal areas and to students in the curriculum area and in the curriculum pastoral programme and copies will be kept in the main college office.

This policy will be reviewed on a three yearly basis.

**Signed:**

**Peter McHugh**

**Chairman of Governors**

**Dated:**

## **Equal Opportunities and Diversity Policy – Short Statement**

The policy/statement reflects the duty of all educational organisations to have updated and published their Equal Opportunities and Diversity Policy, to adhere to the Equality Act 2010.

This policy describes the way in which the centre will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed. This policy is reviewed annually.

Blessed Edward Oldcorne Catholic College agrees to:

- adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of:
  - sex, race, disability, religion or belief or sexual orientation.
- In addition, there will be no discrimination against:
  - pregnant females or new mothers
  - staff, learners or volunteers undergoing gender re-assignment
  - learners due to the behaviour of their parents and/or siblings

<b>Signed:</b>	
<b>Date:</b>	

The centre's Equal Opportunities and Diversity policy would need to be demonstrated and evidenced should ASDAN audit the centre.