



Sacred Heart Catholic College

EQUALITY POLICY

Reviewed by:	Governors
Approved by:	Premises Health and Safeguarding
Date approved:	February 2021
Next review due by:	February 2022

EQUALITY Policy

Principles

Gospel values are the foundation of all the work of Sacred Heart Catholic College and are reflected in the mission statement:

‘Caring and Achieving Excellence in a Christian Community’

The great commandment: “Love thy neighbour as thyself” inspires the school’s commitment to treating every individual with equal respect and dignity, regardless of gender, disability, age, position, religion, race, colour, nationality or ethnic origin.

The school is committed to eradicating any type of racial discrimination and to promoting equality of opportunity for all pupils and for all members of staff, teaching and support. All members of staff and all pupils are aware of this policy.

It is recognised that racial origin has sometimes, in certain contexts where prejudice or stereotyping exists, created a barrier to learning and progress. The school has a particular concern for those who are disadvantaged in any way and works to remove all barriers to their learning, spiritual, intellectual, emotional and physical fulfilment and to their preparation for working life, economic independence and, if working, career progress.

Inherent in the school’s Catholic ethos is its commitment to educating its pupils to respect every individual with equal respect, to understand their own spiritual and cultural heritage and to understand, respect and celebrate the cultural, racial, social and religious diversity of the local and wider communities at home and abroad.

The school community is totally committed to promoting social and racial justice and to educating pupils to play a full part in this mission, while at school and in adult life.

The school complies with legal requirements with regard to race, in particular, the Race Relations Act.

Procedures

As part of our whole-school self-evaluation process, all policies, structures, procedures and SoW are regularly reviewed to ensure that the equality policy is being followed. The policy itself is rigorously evaluated to ensure that it is in line with the school’s values and ethos and that it is achieving its aims.

Admissions

The school’s Admissions Policy is applied without reference to pupils’ racial or ethnic origin.

Staff Recruitment and Promotions

Applications are considered equally, irrespective of the racial, national or ethnic origins of applicants and with the intention of employing teaching staff who are best qualified and able to carry out the job for which they have applied. As Sacred Heart Catholic College is a VA school, the Governors have the legal right to discriminate in favour of

Catholic applicants (without regard to national, racial or ethnic origins) to maintain, promote and develop the Catholic ethos, and may do so, in some circumstances, provided that the teacher employed is as well qualified to carry out the roles and tasks of the post as non-Catholic candidates. Applications for non-teaching posts are considered without reference to religious, racial, national or ethnic origin.

CPD is actively promoted for all staff equally according to need, regardless of racial, national, religious or ethnic origin.

Applications for promotions within school are considered irrespective of racial, national and ethnic origins of applicants. The Governors appoint the person best qualified to carry out the roles and tasks of the post applied for.

Day to Day School Life

The school responds swiftly with any incident, involving staff or students, which may be perceived as racist in nature. Any such incident is recorded.

Any racist incident is dealt with promptly and referred through the pastoral system to a member of the SLT.

Any comments which are racist in content, intention or implication, even if unintended, are treated seriously and dealt with promptly by the appropriate staff.

Curriculum

The R.E. SoW encompasses the gospel values on which the school's work is founded, and teaches pupils about their historical basis and development. R.E. therefore plays the leading role in the school in promoting the principles outlined in this policy. The SoW also includes learning about other religions and visits to non-Christian places of worship.

All departments are responsible for ensuring that their teaching materials comply with the race equality policy, promote good race relations, do not reflect or promote, intentionally or not, racial discrimination or stereotyping and celebrate cultural and racial diversity. Teaching materials must be accessible to all pupils, regardless of racial or ethnic origin.

The PSHE programme, in particular, seeks actively to promote good race relations, a good understanding of, and respect for, persons and communities of all racial and ethnic origins. It seeks equally to educate pupils to work for social and racial justice.

Sacred Heart's extra-curricular programme includes many activities specifically aimed at promoting the principles outlined in this policy, eg. visits to Auschwitz and other sites of concentration camps, work with asylum seekers, the Justice and Peace group, Amnesty International, etc.

