



St Catherine's School & College

*Specialists in Speech, Language and
Communication Needs*

Equality Statement January 2024

Document Information

Title:	Equality Statement
Status:	Final
Revisions:	- Updated equality data
Review Frequency:	Recommended annually
Next Review:	September 2024

St Catherine's School and Sixth Form College is an inclusive school where we focus on the wellbeing and integrated progress of every student and where all members of our community are of equal worth. We are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to promote a culture of equity, inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We promote equality and tackle discrimination by challenging bullying, prejudice and stereotypes and by creating an environment, which champions respect for all. Our school environment is supportive, fosters good relationships between diverse groups of people and champions respect for all.

At St Catherine's School, we believe that diversity is one of our greatest strengths and is therefore embraced and celebrated by all those who learn, teach and visit us.

Our Equality Objectives and legal duties

St Catherine's complies with the Equality Act 2010. Our equality objective helps to focus attention on the priority equality issues within our school in order to deliver improvements in policymaking, service delivery and employment, including resource allocation

As a school we embrace our legal duties, which are to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it
- Consult and involve those affected by inequality in the actions we take to promote equality and eliminate discrimination (including parent, pupils, staff and members of our local community)

We understand the principle 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, including colour, nationality, ethnic or national origin

- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual identity and orientation
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do 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
- Not publish any information that can specifically identify any individual child or adult
- Prepare and publish our equality objectives

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 and will include the following functions:

- Admissions
- Attendance
- Attainment
- Suspensions
- Prejudice related incidents

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 particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

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.

St Catherine's School is committed to the principle of equality for all pupils irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle. We believe that equality is at the heart of good educational practice. All pupils are of equal value and deserve equal access to every aspect of school life. They have equality to learn and work towards their highest possible levels of achievement. The vision and values, which we uphold as a school help to emphasise equality

for all staff and pupils at all times. All personnel are responsible for ensuring that we implement this policy and help eliminate discrimination.

Equality in Teaching and learning

We provide all our students with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all students and preparing them for life in a diverse society
- Using materials that reflect the diversity of the school population and local community without stereotyping or prejudice
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Actively seeking to involve parents and carers in supporting their child's education and development
- Utilising teaching approaches appropriate for the whole school population which are inclusive and reflective of our pupils

Equality in Admissions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of any of the protected characteristics and/or socio-economic background.

Equity for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community. Part of our equality objectives is to ensure staff, leaders and governors have access to regular and up to date training so that knowledge and skills are competent.

Equality Statement

At St Catherine's, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment, which champions respect for all.

We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit us.

Linked policies:

Pupil premium policy and strategy

Looked After Children Policy Equality,

Diversity and Inclusion policy

Admissions Policy

Through rigorous tracking and monitoring of individuals and of all the groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above different groups is removed, or at least remains less than the gap nationally.

Developed: Feb 2023

Governor reviewed: Feb 2023, Feb 2024

