



# St. Gregory's Catholic High School

## Equality and Diversity Statement

### Monitoring

The implementation of the policy will be monitored by the Headteacher.

### Evaluation

The policy was reviewed by the Headteacher and SLT on 5<sup>th</sup> May 2025 prior to the submission of the policy to the Full Governing Board for approval.

### Key policy dates:

**Ratified by the Full Governing Board:** 9<sup>th</sup> July 2025

**Review frequency:** Every 4 years

**Next policy review commences:** Summer Term 2029

St Gregory's Catholic High School is committed to the principle that every member of the school community is entitled to equal opportunities and treatment irrespective of any protective characteristic such as ethnic or national origin, race, gender, physical disability, sexual orientation, marital status, social background or religion. We aim for every member of our school community to feel valued and respected. This is reflected throughout our mission statement and St Gregory's aims.

At St Gregory's our commitment to equal opportunities and treatment is informed by the teachings of the Catholic Church and the regulations of the Catholic Education Service (CES). As a Catholic school, our ethos is centered on the Gospel values and the teachings of Jesus Christ and we aim to live these out in all aspects of school life. Many of these values are universal and this explains why children of all backgrounds thrive at our school. We believe that equality and diversity are to be celebrated and tolerance, mutual respect and learning from each other are part of our guiding principles.

We are fully committed to promoting equality and diversity and we recognise that we have a moral and legal responsibility to tackle any form of discrimination. The pupils, staff and governors of our school are a caring and supportive community and we respect the uniqueness, value and holistic development of each individual created in God's image.

## **Aims**

- Provide a curriculum which is accessible, broad, balanced, relevant and differentiated to meet the needs of all pupils. Equality and diversity module is taught across all year groups 7 -11 as part of the Personal Development Programme, in addition assemblies, Collective Worship, form tutor time discussions and activities promote equality.
- Develop knowledge and tolerance of others who will be treated with dignity and respect regardless of race, age, gender reassignment, marital status (employment), sex, sexual orientation, pregnancy and maternity, disability, religion or beliefs.
- No one will be harassed, abused, excluded or intimidated on the grounds of their protected characteristic and all forms of bullying and harassment will be challenged.
- Inappropriate remarks (E.g. derogatory, insulting, abusive or racist) will not be tolerated from anyone associated with the school and behaviour of this type will be dealt with in line with our behaviour policy/ staff code of conduct.
- Ensure that pupils/staff transcend gender stereotyping and are empowered to play a full part in creating a society without prejudice.
- Encourage the involvement of parents/carers in the life of the school. The school values the contribution of all parents/carers and strives towards a meaningful positive relationship between home and school.
- Take action to remove all forms of discrimination and inequality from school life.
- Ensure that the following are adhered to in statutory legislation and the Equality Policies of the Local Authority and Diocese: Admissions of pupils, making staff appointments and awarding contracts.
- To recruit appropriate staff, pupils and support staff from a broad range of cultural, social and religious backgrounds and to ensure that each individual receives recognition that their identity is a valued element in a diverse and mutually supportive community.
- To actively ensure that courses and learning experiences at the school enable all individuals to develop their skills, talents and personal qualities to the fully enable them to successfully progress into further or higher education and/or employment, regardless of their age, ability, gender, sexuality, ethnic or religious background.

- To ensure that access to school facilities is provided for people with physical disabilities, to such an extent that they afford the same opportunities as for able-bodied persons.
- To encourage developments, support individuals and promote harmonious relationships between all members of the school and the wider community so that all members possess a sense of value, personal worth and dignity.
- To ensure that all employees will be afforded the opportunity to undertake training relevant to their present roles and future aspirations.
- To provide an opportunity for all members of the school community, to contribute to the decision making process.
- To act as a safeguard for all members of the school community.

All members of St Gregory's Catholic School community will share responsibility for ensuring that there are equal opportunities throughout the school. Staff training and development opportunities should be made available as appropriate.

### **Conclusion**

St Gregory's Catholic School will monitor and evaluate its practices and assess the impact of other school policies upon Equal Opportunities. In the light of those evaluations the school will seek to further improve its practices to meet the above objectives.