



# **St Mary's Christian Brothers' Grammar School**

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

**MARCH 2019**



## **Our Ethos**

St Mary's Christian Brothers' Grammar School proudly proclaims itself as an Edmund Rice School in the Catholic tradition. As such, we recognise the uniqueness of each member of our school community as Children of God.

## **Policy Statement**

We recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every pupil is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in a programme of learning, where all are valued and supported.

St Mary's Christian Brothers' Grammar School is committed to avoiding all forms of discrimination as set out in The Equality Act (2010). This applies to all pupils, parents and staff members and includes inappropriate discrimination on the grounds of: gender: age; religion or belief; physical ability or disability, learning ability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity. These factors are taken into account in the care of our school community members so that care is sensitive to different needs.

We seek to ensure that the individual needs of all our pupils, including those who have disabilities or have special education needs are met and pupils are included, valued and supported, and that reasonable adjustments are made for them. We undertake to work with the whole school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition. This policy statement and the effectiveness of our inclusive practices at St Mary's Christian Brother' Grammar School are reviewed regularly.

The SENCo is Mrs Amanda Barr (who is also the Deputy Designated Teacher for Child Protection). The SENCo's responsibility (along with her team) is to ensure that 'educational arrangements are in place for reviewing, monitoring and evaluating the effectiveness of inclusive practices that promote and value diversity and difference; how inappropriate attitudes and practices will be challenged; and how the provision will encourage children to value and respect others'.

This policy statement should be read in conjunction with school's many Pastoral Policies including Positive Behaviour Management, Anti-bullying Policies and The RSE Policy.

## **Aim**

Equality and Diversity is about making a difference to the lives of the people we serve, treating all people with dignity and respect and recognising the value of each individual. We are committed to ensuring that our school meets the varied and individual needs of pupils and staff in our school, that our employment practices are fair and promote equality and that we respect the wide variety of lifestyles and cultures, locally and nationally.

We aim to prepare our pupils for living within a diverse society with increasing global connections and controversial issues.

We work hard to build strong and trusting relationships with our pupils and their families in order to harness their engagement and enjoyment in all aspects of school life. We recognise that pupils and family members may experience a range of different needs during different times in their lives and we endeavour to meet these needs by working in close partnership with relevant agencies.

## **Roles and Responsibilities**

All who are associated with St Mary's Christian Brothers' Grammar School have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

### **School Governors:**

Provide leadership and drive for the development and regular review of school's policies.

Provide leadership and ensure the accountability of the Principal and Senior Leadership team for the communication and implementation of school policies.

Highlight good practice and promote it throughout St Mary's Christian Brothers' Grammar School and wider community.

Ensure a consistent response to incidents eg bullying cases and racist incidents.

Making sure the school complies with all current equality legislation.

Making sure this policy and its procedures are followed.

### **Principal:**

Initiate and oversee the development and regular review of equality policies and procedures.

Consult pupils, staff and stakeholders in the development and review of policies.

Ensure the effective communication of the policies to all pupils, staff and stakeholders.

Ensure that staff are trained as necessary to carry out the policies.

Oversee the effective implementation of the policies.

Be an appropriate role model for all staff and pupils.

Provide opportunities and mechanism for the sharing of good practice.

Take appropriate action in conjunction with the Board of Governors in cases of harassment and discrimination and ensure a consistent response to incidents eg bullying case, homophobic and racist incidents.

Ensure that the school carries out its statutory duties effectively.

### **Staff:**

Proactively following this policy and any associated guidelines.

Providing role models for pupils through their own actions.

Dealing with racist, sexist and homophobic incidents, and recognising and tackling other forms of bias and stereotyping.

Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.

Keeping up to date with the law on discrimination and taking training and learning opportunities offered to them.

### **Pupils:**

Treating others kindly and fairly without prejudice, discrimination or harassment.

Attending and engaging in their own learning as well as helping other pupils to learn.

Telling staff about any prejudiced related incidents that occur.

### **Parent/Carers/Carers**

Following the school policy through their own behaviour.

Ensuring their children attend and engage in their learning.

Telling staff about any prejudice related incidents that occur.

## **Procedure for Members of Staff**

To ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment.

### **1. Sex Discrimination**

Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on the grounds of sex, gender assignment, sexual orientation, pregnancy, marital status or civil partnership.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about sex, gender assignment, sexual orientation or pregnancy discrimination or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

### **2. Race Discrimination**

Our equal opportunity policy statement aims to ensure that:

- No job applicant or employee receives less favourable treatment than another on racial grounds.
- No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his/her racial group and which cannot be shown to be justifiable on other than racial grounds.
- Where appropriate and where permissible under the Race Relations Act employees of an under-represented racial group are given training and encouragement to achieve equal opportunity within the organisation.

#### **We will not:**

- Discriminate in recruitment, promotion, transfer or training, nor in the arrangements made for recruitment and in the ways of affording access to opportunities for promotion, transfer or training
- Discriminate on racial grounds in connection with dismissal, redundancy or any other termination of employment or other detriment to an employee
- Discriminate on racial grounds in appraisals of employee performance or in the operation of grievance disputes and disciplinary procedures
- Discriminate on racial grounds in affording terms of employment and providing benefits, facilities and services for employees
- Victimise individuals who have made allegations or complaints of racial discrimination or provided information about such discrimination

### **3. Disability Discrimination**

In connection with dealings in relation to persons with a disability within the meaning of the Disability Discrimination Order (NI) 2009 we will:

- Not discriminate against disabled people or those who have been disabled
- Make any reasonable adjustments of our employment arrangements or premises which place disabled people at a substantial disadvantage compared with non-disabled people
- Not treat a disabled employee or disabled job applicant less favourably for a reason relating to the disability than others to whom that reason does not apply unless the reason is material to the particular circumstances and substantial
- Not knowingly help another to unlawfully discriminate against a disabled employee
- Not discriminate against a disabled person in the arrangements made for determining who should be offered employment or by refusing to offer, or deliberately not offering, employment
- Not discriminate against a disabled person whom we employ in terms of the employment we offer him/her; in the opportunities, which we afford him/her for promotion, a transfer, training or receiving any other benefit; by refusing to afford him/her or deliberately not affording him/her any such opportunity; by dismissing him/her or subjecting him/her to any other detriment
- Not discriminate against an employee who becomes disabled or has a disability that worsens

### **4. Religion**

St Mary's Christian Brothers' Grammar School is designated as a Catholic Voluntary Grammar School and we welcome pupils and staff from all religions and none. Unless the job is covered by a statutory exception we will not discriminate directly or indirectly on religious grounds.

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- In the manner in which employment is offered or in affording access to any benefits, facilities or services
- By victimising an individual for a complaint made in good faith about discrimination on religious grounds or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused or by treating an employee unfavourably in any other way

### **5. Age Discrimination**

In connection with any dealing in relation to age we will not discriminate:

- In the arrangements made for deciding who should be offered a job
- In any terms of employment, including pay
- By refusing or omitting to offer a person employment
- In the way we afford access to opportunities for promotion, transfer or training
- By victimising an individual for a complaint made in good faith about discrimination on the grounds of age or for giving evidence about such a complaint
- In connection with redundancy or termination of employment however caused.

**APPROVALS**

<b>APPROVALS</b>	
<b>Principal:</b>	
<b>Chair of the Board of Governors:</b>	
<b>Date of Approval by Governors:</b>	
<b>Date of next annual review:</b>	