

St. Thomas of Canterbury Catholic Academies Trust



**Thomas Becket
Secondary**



**St. Gregory's
Primary**



**St. Mary's
Primary**



**The Good Shepherd
Primary**

Single Equality Policy

St Thomas of Canterbury Trust values each member of the school community as an individual created in the image of God. It is therefore committed to the implementation of a policy to achieve equality of opportunity for all staff, students and visitors, and to meeting the requirements of the Equality Act 2010. Equality does not mean treating everyone the same; it means treating people fairly, with respect, having regard for their rights and wishes. Sometimes, this might mean giving people extra help so that they have the same chances.

The Single Equality Policy and its amended versions has replaced our previous:

- Disability Access Policy
- Gender Policy
- Race Equality Policy & Community Cohesion Policy The purpose of the legislation is to bring together existing equalities legislation.

These are the Equal Pay Act of 1970, the Sex Discrimination Act 1975, the Race Relations Act of 1976, the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 1995 and three major statutory instruments of recent years protecting discrimination in employment on grounds of religion or belief, sexual orientation and age. It also builds on the 2006 Equality Act which instigated the Equality and Human Rights Commission. The 2010 Act imposes equality duties in respect of each of the equality strands (now called protected characteristics).

The protected characteristics are:

Age (refers to school employees but not to the treatment of students / prospective students)

- Disability
- Gender re-assignment
- Marriage and Civil Partnerships (Only in relation to employees)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

• Sexual orientation The Equality Act has a single equality duty of positively combating inequality. The definition of equality is wider than it has been before (see above) and requirements that in the past have been seen as good practice are now legally enforceable. In order to meet the requirements of the Equality Act, CNS will give 'due regard' to the need to:

- Eliminate Unlawful Discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance Equality of Opportunity, between persons who share a relevant protected characteristic and persons who do not share it
- Foster Good Relations between persons who share a relevant protected characteristic and persons who do not share it.

Specifically our AIMS are to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic (rpc) that is connected to that characteristic.

- Take steps to meet the needs of persons who share a relevant protected characteristic (rpc) that is different from the needs of persons who do not share it.
- To encourage participation where it is disproportionately low for a recognised group in school.

Specific duties are as follows:

- To publish information showing the Trust has complied with the general equality duty including information on the effect that Trust policies and practices have on equality for service users. (Appendix A)
- To publish evidence of equality analysis undertaken to establish whether policies and practices would further, or have furthered, the three aims of the general duty. (Appendix B)
- To publish information about engagements they have undertaken with people who have an interest in furthering the three aims of the general duty. (Appendix C)
- To publish one or more specific and measurable equality objectives at least every 4 years. (Appendix D)
- To annually update and publish non-confidential equality related data and information about how the Trust is working to eliminate any potential discrimination, advance the equality of opportunity and foster good relations between groups within school.

The Trust equality objectives will be agreed by the Staff school representatives before submission to the school committee and ratified by the Trust Board at least every two years.

- Data about employees will not need to be published where a school has fewer than 150 employees. (Appendix E)
- More guidance on these specific duties is found in Appendix F.

Involvement, consultation and monitoring - Stakeholders are involved in the analysis of equality policy data through examination of the following:

- School Census data
- Attendance data
- SIMS
- Participation in extra-curricular provision
- Data held externally eg Dashboard, ASP & FFT Live
- Exclusion information
- Behaviour Support Unit information – including Remove data &

Case studies

- Racist Incidents and Bullying log
- Regular assessment and analysis of student performance data broken down by ethnicity, gender and all vulnerable groups which informs Appraisal information for all teaching staff.

Consultations of stakeholders through School Self Evaluation this will include special focus groups, Student Voice and questionnaires to staff, students and parents.

- Continuous monitoring by all levels of school management and governors.
- School Development Plan consultation
- Policy review
- Maintenance of Investors in People Status

- Monitoring of staffing trends by Governors Improvement Group and structures by the Governors' Staffing Committee
- Stakeholders have a variety of ways to share their views and identify any issues for improvement; any matters raised are investigated and appropriate action taken in line with school policies.
- The monitoring of the actions is outlined in the action plan.
- Equality issues are monitored through the implementation of all school policies.
- Pupil Premium Information.

Publicising the Policy and Plan

This Policy is a public document that is available to any interested stakeholder and is published on our school Website. St Thomas of Canterbury Catholic School currently publicises this policy and its commitment to fairness and equality via:

- school website,
- staff and parent newsletters,
- induction booklets

The annual report of non-confidential staff and student data is presented to the Staffing Governors Committee. The annual report is used in conjunction with other relevant data and policies, to inform the schools equality objective planning and the review of previous objectives. The governing body has a legal obligation to report on the schools single Equality Annual Review. The governing body is responsible for ensuring that the school complies with the current Equality Legislation and that this policy including its related procedures and practices is implemented. This policy will be reviewed and our scheme revised as part of a two-year

cycle.