

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.

### **Equal Opportunities**

#### **Definition**

TBCS believes that everyone is entitled to equality of opportunity regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation. High quality education depends upon:

- equal opportunities
- justice and dignity for all
- high expectations
- a wider choice in life
- an understanding of others

The aim of the policy is to ensure no job applicant, employee or worker is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Discriminatory views and behaviour are not acceptable. They damage the spirit of the School. We will challenge racist and sexist behaviour and counsel those involved. We will help both staff and students to understand how such views develop and how knowledge and understanding can help break down prejudice.

We will ensure that the policy is made available for all employees and made known to all applicants for employment. The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice. We will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.

#### **Recruitment and Selection**

The recruitment and selection process is crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications. We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.

We will not disqualify any applicant because he/she is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job. Selection decisions will not be influenced by any perceived prejudices of other staff.

### **The role of the School Committee and Headteacher**

The local School Committee has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the School community are treated fairly and with equality and seeks to ensure that people with protected characteristics are not discriminated against when applying for jobs at our School.

It is the Headteacher's role to implement the School's equal opportunities policy and he/she is supported by the school committee in so doing. It is the Headteacher's role to ensure that all staff are aware of the School policy on equal opportunities that teachers apply these guidelines fairly in all situations.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of School life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the School. The Headteacher will treat all incidents of unfair treatment and any discriminatory incidents with due seriousness.

### **Disabilities**

This disability and equality policy sets out the School's commitment to both potential and actual students and employees with a disability and those existing students and employees who might become disabled. It also provides a framework to ensure that the School offers a supportive environment for any student or employee with a disability. The School also recognises the need to provide such resources as may be necessary to support students in accessing the curriculum and the employment of people with disabilities, and undertakes to identify resources wherever possible.

The School recognises and intends to meet its statutory obligations under the Equality Act 2010 not to discriminate against a student or an employee with a disability and to make reasonable adjustments to seek to overcome any practical difficulties that may prevent an applicant with a disability from taking up a place at the School or employment here.

### **Objectives**

- To welcome, enable and empower students and both job applicants and employees with disabilities.
- To be flexibly responsive to the personal requirements of students and employees with disabilities in order to support them in their work at the School so that they may be fully integrated members of the School's community.
- To ensure that, as an employer, the School's obligations under the Equality Act are fully met, and that a disabled job applicant or employee does not experience discrimination in either the process of recruitment or whilst employed by the School.

The Senior Leadership Team will be the point of contact to provide advice and guidance to students, job applicants, recruitment panels, Managers and staff on the implementation of this policy.

The School will take steps to raise the awareness of disability amongst its staff, specifically:

- to ensure that those involved in recruitment and selection processes are aware of the policy and procedures;
- to ensure that the leaders and colleagues of any employee with a disability understand any specific requirements or adjustments that may be necessary and respond to them in a positive way (subject to the agreement of the disabled employee in relation to the release of any information); and
- to ensure that any employee with a disability is able to seek assistance, if necessary, to support or enable them to continue in employment and reach their full potential.

The School will encourage the involvement of people with disabilities, from within the School and outside agencies, in reviewing the implementation and effectiveness of this policy.

### **Monitoring and review**

It is the responsibility of the local School Committee to monitor the effectiveness of this policy. The local School Committee does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the School;
- monitoring the staff appointment process, so that no-one applying for a post at this School is discriminated against;
- requiring the headteacher to report to governors on an annual basis on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the School behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

<b>Date Reviewed:</b>	<b>July 2019</b>