



# St Gregory the Great Catholic School

## Equality Policy

*“opera in caritate”*

based upon St Gregory’s statement “The proof of works are in love”

### **1 Background**

This policy should be read against the background of our Mission Statement, which places a responsibility on every member of our community to recognise that:

“We walk in God’s ways where together we live and learn, while celebrating the love of Jesus and the teachings of the Catholic Church.”

### **2 Aims and values**

Our aim in formulating this policy is to eliminate all forms of unlawful discrimination and to promote equal opportunities in all areas of school life.

Legislation requires schools both to avoid discrimination and to promote equality with regard to all the protected characteristics for students, staff and others using school facilities. As a Catholic School St Gregory the Great regards its mission and purpose to be the living out of Gospel values. Discrimination is incompatible with the example set by Christ in the Gospels.

#### **Protected Characteristics:**

Gender  
Age  
Race  
Disability  
Sexual orientation  
Religion or belief  
Gender reassignment  
Pregnancy or maternity

### **3 School Context**

St Gregory the Great is the only Catholic secondary school in Oxford City, and one of only two Catholic secondary schools in Oxfordshire.

Approximately 50% of the children in the school would be classed as White British. The other 50% of children derive from a variety of ethnic backgrounds with the second largest group being of Asian origin. Between them, students at the school speak 42 different home languages.

### **4 Leadership and Management**

We are committed to:

- Actively tackling discrimination and promoting equal opportunities
- Encouraging, supporting and helping all students and staff to reach their potential
- Working with students and families and with the wider community to tackle discrimination  
Making sure this Equalities Policy and its procedures are followed

We will ensure that all of our structures and policies are evaluated and kept under annual review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

### **Responsibilities**

The Governing body – will ensure the school complies with the Equalities Act 2010.

The Headteacher – will implement the policy and its related procedures and strategies, ensuring all staff are aware of their responsibilities and are given appropriate training and support, and taking appropriate action in any cases of discrimination.

All staff will follow agreed procedures in dealing with incidents in accordance with our School Policy. The school will ensure staff know how to identify and challenge bias and stereotyping, promote equality and keep up to date with equality legislation and research through training and development.

### **Breach of Policy**

#### **Students**

In accordance with our School Behaviour Code incidents of inequality and associated name-calling will be dealt with by staff whenever they occur. The Senior Leadership Team has overall responsibility for dealing with such incidents. Where there is recurrent antagonism, parents and guardians are contacted and informed of any action taken.

#### **Staff**

In the case of adults employed by the school any breach of our School Code with regard to the treatment of individuals will always be investigated. Serious breaches may be dealt with under disciplinary procedures adopted by the Governing Body.

### **Monitoring and Review**

The policy will be monitored and reviewed annually along with its impact, making use of data such as Analyse School Performance (ASP).

Status and review cycle: annual

Next review date: June 2019