



Cardinal Heenan Catholic High School

Equal Opportunities & Promoting Race Equality Policy

Key staff:	J Rogers
Key governor:	
Last reviewed:	Sept 2015
Approved by Governing Body:	
Date:	
Due for renewal:	

We begin our Mission Statement with the following sentence: “We are a school community and are proud to be a Catholic comprehensive school”. The wording of this is deliberate and careful. ‘Community’, ‘Catholic’ and ‘comprehensive’ are all words which suggest *inclusiveness*, people belonging and being valued for their own intrinsic worth and for their contribution to the greater whole. And that belief is surely at the heart of any Equal Opportunities policy. It certainly is of ours.

Cardinal Heenan Catholic High School is a multi-cultural, multi-racial community of nearly 1,700+ people. We come from different backgrounds and we are blessed with different talents and abilities. What we do have in common is our faith and our commitment to live out the message of Christ in our day-to-day dealings with others.

Many people in our society are discriminated against and treated as if they are worth less than others because of their race, religion or language; because of their gender or sexuality; because of their class or because of a disability. This will not happen in our school.

People are individuals and therefore different. They have different needs and different contributions to make to the life of our school and of the community. The staff and governors for their part strive to give unconditional trust and ask of pupils that they endeavour to be honest and give respect to other people and their property.

Equal opportunities is not about treating everybody the same. It is about meeting people’s individual needs and appreciating their individual strengths and gifts. We are all different and should all be equally valued. Everything that follows in this statement is to help everyone involved make Cardinal Heenan Catholic High School a real equal opportunities and inclusive school.

Aims

- 1) Our main aim is to offer an education appropriate to each individual pupil’s needs regardless of their race, colour, ethnic or national origins, gender, sexual orientation, disability or religious beliefs.
- 2) With regard to the statutory Code of Practice on the duty to promote race equality, we aim to tackle racial discrimination and to promote equality of opportunity and good race relations across all areas of school activity.
- 3) With regard to the revised SEN Code of Practice, the Index for Inclusion and the social inclusion initiatives, we aim to ensure equal access to educational opportunities for all our pupils, and the opportunity to reach levels of attainment appropriate to their ability.
- 4) We aim to ensure that everyone at the school (staff, pupils, parents, contractors and visitors), is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying.
- 5) We aim to ensure that active encouragement is given to all in order to enable them to fully develop talents and personal skills for co-operative interaction and academic excellence. No one person has the right to deny another person his or her educational opportunity.
- 6) Where contractors are working on site, measures will be taken to ensure that their employees operate according to the school’s Equal Opportunities and Racial Equality Policies and Code of Practice.

Objectives

- 1) To regard all our pupils as being of equal value and to ensure that the needs of all pupils are identified and met, and that they are able to achieve their full potential, helping to raise standards across the school.
- 2) Take direct action (including providing resources and mentoring/ counseling support) to remove inequalities between racial groups in their levels of achievement and progress; their experience of disciplinary measures (such as exclusions); admissions; or assessment. This will be reflected in IDPs, with particular emphasis on action plans promoting social inclusion and raising the levels of attainment of all pupils.
- 3) To challenge in a positive way any form of prejudice, racism or sexism, whether overt or covert, which contradicts the school's Equal Opportunities and Racial Equality Policies and Codes of Conduct. This means adopting a consistent and unambiguous stand, from which we strive to overcome prejudice and ensure equality of opportunity for all, thus protecting the rights and liberties of every individual.
- 4) To foster self-esteem and respect for each person as an individual and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenge and prevent racism and discrimination, and encourage good relations between people of different racial groups.
- 5) To prepare pupils to be good citizens, living and working in a multi-ethnic society and to take up the responsibility of participation, and to treat all others as we would wish to be treated. The Citizenship Education programme and the agendas of Year and School Councils will play key roles in achieving this objective.
- 6) To create and retain a workforce that is valued for its diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills. To achieve this the school will maintain strong community/parental links and governors will give support to the school and all its stakeholders, to ensure an effective educational delivery.

Guidelines

Any policy related to equal opportunities and racial equality must reflect in its mission, aims and objectives, and practice:

- Human dignity (pupils develop a sense of worth of self and others, irrespective of social, cultural, ethnic, linguistic or faith background).
- Justice and fairness (pupils value genuinely democratic processes and principles and are willing to take action on this).
- Commitment to equality (pupils recognize the principle of equality as the underpinning of relationships between individuals, groups and societies).
- Appreciation of diversity (pupils develop an open-minded approach to other cultures and social groups and are willing to learn from them).

From this the following key guidelines emerge:

- 1) All pupils should be encouraged to value their own cultural heritage and the culture and lifestyles of others, and to show respect for self and others while at the same time finding common ground to talk to one another and valuing living together in a community.
- 2) Every member of staff needs to accept responsibility for establishing a reasonable climate for debate and extending opportunities for controversial discussion. They must address widely held misconceptions to avoid the risk of pupils with limited experience arriving at consensus views of doubtful validity.

- 3) The provision of genuine equality of opportunity must be inherent in the education the school offers. The 11-16 curriculum opportunities must be open to all and post-16 provision must give access for both sexes to all subjects. The school must challenge any gender stereotyping, which leads to constraints on the development of pupils' abilities and aspirations and should include the opportunity to study multicultural issues as an intrinsic part of all programmes and teaching.
- 4) The school should clearly demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion, or undermine another's self-esteem.

More specifically this means the following codes of practice for governors and staff, pupils, parents and carers, visitors and contract staff.

Governors and Staff

- 1) Staff will treat each other and all pupils with respect.
- 2) Staff will examine the ideas and images in books and other resources and will challenge negative images and give all pupils positive images.
- 3) Policies on displays, notices, meals, uniform etc in the school will reflect its multi-racial population.
- 4) Attendance at in-service training courses on equal opportunities will be encouraged. Staff will make every effort to understand the origins and nature of racism and sexism and to recognise their own prejudice where it exists.
- 5) The school values the fact that pupils may be bilingual.
- 6) Positive links will be developed with the homes of pupils and communities from which our pupils come.
- 7) Preventing and dealing with discriminatory behaviour, abuse, bullying and intimidation is the responsibility of us all. The school will support victims of such incidents, on or off the premises.
- 8) Appointment and promotion of staff will be made and monitored in accordance with the school's Equal Opportunities Policy for staff selection, appointment and promotion. The governing body will monitor the balance at all levels of gender and ethnicity as well as membership of the governing body.

Pupils

- 1) All pupils are valued for themselves and can expect to have their culture and language treated positively and with respect.
- 2) Pupils will be given the opportunity in the classroom to discuss and to identify and understand racism, sexism and other forms of prejudice.
- 3) Pupils will be able to contribute to the development of equal opportunities and other school policies through the Year and School Councils.
- 4) If pupils feel they have been abused racially or bullied they should report the matter immediately to their teacher/pastoral co-ordinator/ deputy/assistant headteacher (as appropriate). All pupils can expect to be listened to and have their complaints investigated. If a pupil feels their complaint has not been properly dealt with they may take the matter to the headteacher.
- 5) Pupils who have suffered racist or sexist behaviour, abuse, bullying or intimidation will be supported by the school and in particular their teacher/tutor/year head (as appropriate). Anyone who has committed such offences will be dealt with appropriately - in the case of pupils this may include exclusion from the school.
- 6) All pupils should treat each other and staff with respect.

Parents/Carers and Visitors or Contract Staff

- 1) Parents/carers are very important to the school and in particular they have much to contribute to our Equal Opportunities Policies; their views are welcome and valued at all times. We ask that all parents/carers fully support the school Equal Opportunities Policy.
- 2) The school will discuss with parents/carers any incidents of racist or sexist abuse or bullying in which their sons or daughters have been involved.
- 3) If parents/carers are aware of incidents of racism, sexism or bullying then they should contact their child's teacher/tutor/HOY/senior member of staff (as appropriate).
- 4) Any visitors or contract staff visiting or working at the school who become aware of any incidents of racism or sexism should report them to the headteacher or one of the senior staff. They should also abide by the Code of Conduct established by the school in relation to equal opportunities and racial equality.

Implementation

- 1) The school will issue a Code of Conduct pamphlet that incorporates the codes outlines above with details of contact personnel to whom to report incidents. Everyone involved with the school will be given a copy (including contractors) and it will be publicly displayed in the school.
- 2) Detailed procedures will be developed and published to make sure that everything in this policy statement happens.
- 3) The school will operate a Safer Recruitment procedure in respect of all staff appointments and promotions and will monitor gender and ethnicity balance.
- 4) All subject teaching and PSHE work will take into account the objectives and guidelines of this policy.
- 5) Information will be collected about pupils' performance and progress in all areas of school activity, including racial groupings, to analyse trends that could have an adverse impact on pupils' attainment:
 - admissions and transfer procedures
 - assessment, and subsequent groupings by ability/attainment levels
 - curriculum, teaching and learning (including language and cultural needs)
 - pupil behaviour, discipline, punishment and reward
 - exclusions (fixed-term and permanent)
 - racism, racial harassment and bullying
 - staff recruitment and career development
 - membership of the governing body
 - parental involvement
 - working with the community
 - support, advice and guidance given by teachers/tutors/year heads/learning mentors/counselors (as appropriate)
- 6) All contraventions of this policy will be treated as disciplinary matters.

Evaluation (Monitoring and Assessment)

- 1) This policy is to be monitored by the designated personnel to ensure its effectiveness through the school's self-review processes.
- 2) Evidence will be sought to confirm that the policy is promoted effectively to all stakeholders, ensuring that staff, pupils and parents understand and meet their responsibilities.

- 3) The effectiveness of the policy will be confirmed by its impact upon the raising of all pupils' levels of attainment, together with an increased inclusive atmosphere for all stakeholders and towards particular goals such as strengthening the gender balance at senior level.
- 4) This policy statement will continue to be discussed with pupils, parents/carers and staff and governors.
- 5) The revision of the policy will be ongoing, ensuring the involvement and commitment of the whole school community. The statement will be reviewed annually.

References

Race Relations Act 1976 (Statutory Duties) Oder 2001, SI 2002/3458

Statutory Code of Practice to Promote Racial Equality (Commission for Racial Equality)

Policy to be reviewed December 2015

Signed: _____ Chair of Governors

Date: _____