

Christ The King Sixth Form Equal Opportunities Policy

Mission Statement

We are a Catholic College dedicated to the education and development of the whole person, so that all students can realise their full potential.

To achieve this is as a community we will:

- Provide the highest standards of teaching and learning.
- Expect students to show commitment to their studies and the Christian values of the College.
- Provide equality of opportunity, with mutual respect and positive encouragement.
- Build and further develop a partnership with parents, schools, parishes, higher education, employers and the local community.
- Value staff and support their professional development.

In doing this we will reflect Christ's teaching in the life and work of the whole College.

1. Introduction

- 1.1 Christ the King Sixth Form is committed to equality of opportunity and this aim is implicit in our Catholic ethos and is made explicit in the CTK Mission Statement.
- 1.2 Christ the King Sixth Form affirms the unique value of each member of our community and recognises their individual dignity. We also recognise the diversity of the community to which we belong and the responsibility this imposes on us to provide an environment free from unlawful discrimination, harassment or victimisation. We expect these values and commitments to be upheld and promoted by all members of the Christ the King community.
- 1.3 Christ the King does not tolerate any form of prohibited behaviour or activity which discriminates or causes harassment to any person on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (protected characteristics) and socio economic background.
- 1.4 We are fully committed to advancing equality of opportunity for all students and staff, meeting all students' needs, encouraging them to achieve their full potential and to raising educational standards. It aims to create a positive, inclusive atmosphere, based on mutual respect for people's differences and the challenging of

stereotypes. We will give consideration to what action it can take to support people who are socially disadvantaged by addressing social barriers.

2. Aims of the Policy

- 2.1 Christ the King aims to promote equality of opportunity and a fair and positive attitude towards everyone who is a member of our community. Whilst we wish to differentiate between individuals in order to meet their needs, we will not act in a discriminatory manner. We have explicitly committed our work to eliminate discrimination on any of the following grounds:
- age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion and belief
 - sex and sexual orientation
 - socio-economic background
- 2.2 Equality of opportunity is applied consistently across all aspects of service delivery, including admissions, marketing, student support, teaching and learning, leadership and management, support services and service development.
- 2.3 Christ the King complies with its legal duties under all current equality legislation, including the Equality Act 2010.
- 2.4 Every student, member of staff, and Governor, within the CTK community has a responsibility for promoting equality and diversity and tackling discrimination, harassment and victimisation.
- 2.5 Christ the King ensures that every governor, member of staff, and all students are made aware of their duty to avoid discriminatory practices, to discourage such practices in others and to accept personal responsibility for the application of the policy.
- 2.6 Christ the King aims to promote an environment of positive working relationships and to ensure that all members of community are treated with dignity and respect.
- 2.7 Christ the King values diversity. We aim to employ a workforce that shares our commitment to equality and which is committed to inclusive education, enabling CTK staff and students to achieve their full potential. We achieve this by making any reasonable, appropriate adjustments that ensure people with protected characteristics are not disadvantaged in relation to their experience of our services and activities.

- 2.8 As an employer, Christ the King ensures that the principles of equality and diversity are applied to the recruitment, development, promotion and engagement of staff.

3. Equality Act 2010

- 3.1 Christ the King recognises its duties under the Equality Act 2010, which identifies the following protected characteristics: gender, age, disability, marriage and civil partnerships, pregnancy and maternity, sexual orientation, gender reassignment, race and religion or belief.
- 3.2 Christ the King, as a public authority, is subject to the general equality duty and therefore in the exercise of its functions, has due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

Christ the King annually publishes sufficient information to demonstrate our compliance with the general equality duty across our functions and the actions we take to achieve them. We do this in the form of the Single Equality Scheme and this is placed on the CTK website.

4. Responsibilities

- 4.1 Governors are responsible for:
- Ensuring Christ the King Sixth Form stays within the law and meets all of our legislative duties, including the general and the specific duties of the Equality Act 2010 and all subsequent legislation.
 - Reviewing progress on Christ the King's equality objectives on a regular basis.
 - Monitoring equality and diversity reporting.
- 4.2 The Co-Collegiate Principals and senior management are responsible for:
- Taking the lead in the promotion of an inclusive culture of awareness, understanding and respect.
 - Implementation of the Equality Act 2010, including the general and the specific duties and all subsequent legislation, and of the Equality Policy.
 - Monitoring and reviewing equality information.
 - Ensuring that staff understand their responsibilities and are given appropriate support and training to enable them to carry out their duties.

4.3 All staff are responsible for:

- The promotion of an inclusive culture of awareness, understanding and respect.
- Challenging inappropriate or discriminatory behaviour by students.
- Contributing to self-assessment reporting on how equality and diversity are promoted in their areas.
- Endeavouring to ensure that wall displays do not contain negative or stereotyped images of particular groups. Wherever possible wall displays should be used to promote equality and diversity.
- For teaching staff, developing schemes of work, lesson content and resources which recognize and promote inclusion.
- Regularly reviewing the promotion of equality and diversity in individual subject areas and add to and improve the opportunities identified in the scheme of work.

4.4 Students are responsible for:

- The promotion of an inclusive culture of awareness, understanding and respect.
- Behaving in a way which does not discriminate against, bully or harass any individual or group.
- Contributing to the promotion of equality and diversity throughout the sixth form.
- Reporting incidents of discrimination, bullying and harassment.

4.5 Other Stakeholders (for example, parents/carers, contractors, visitors) are responsible for

- Behaving in a way which does not discriminate against, bully or harass any individual or group;
- Complying with Christ the King's Equality and Diversity policy.

5. **Communication**

5.1 Christ the King publicises this policy widely amongst students, staff, governors and other stakeholders through our website and VLE.

5.2 Christ the King's commitment to equality and diversity is made clear in the prospectus and strategic plan.

5.3 The student induction programme highlights our commitment to equality and diversity and makes students aware of their responsibilities and the procedures that they can follow if they believe that they have experienced discrimination, bullying or harassment. Equality and diversity is also reinforced throughout the pastoral and academic curriculum.

6. Breaches of this Policy

Students and staff who do not comply with this policy may be subject to our disciplinary procedures.

7. Other Policies

This policy should be read in conjunction with:

- The Single Equality Scheme
- Complaints Procedure
- Student Code of Conduct
- Staff Code of Conduct

8. Monitoring

This policy is monitored annually. Christ the King reports on equality and diversity within its annual self-assessment report. Our progress in meeting the legislative requirements of the Equality Act 2010 is published on our website on an annual basis.

Date Approved: June 2019
Next Review Due: June 2021