



Policy Date: June 2023

Equity, Diversity and Inclusion Statement

“You are, all of you, sons of God through faith in Christ Jesus. All baptised in Christ, you have all clothed yourselves in Christ and there are no more distinctions between Jew and Greek, slave and free, male and female, but all of you are one in Christ Jesus.”
(Galatians 3:26-29)

1.0 Introduction

1.1 As a Catholic school and in line with our ethos of educating the whole child, Richard Challoner prioritises inclusivity and the celebration of our diverse community and society. We will not unlawfully discriminate on the grounds of the protected characteristics set out in the Equality Act 2010 as follows:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy and Maternity
- Race (including colour, nationality and ethnic or national origin)
- Religion or Belief
- Sex
- Sexual Orientation

In addition, Richard Challoner recognises its responsibility to students of:

- Gypsy, Roma and Traveller status
- Refugees and Asylum status

1.2 At Richard Challoner, everyone is respected **equally** as children of God who are made in his image. We strive to support all students and staff in reaching their unique God-given potential.

1.3 We welcome our duties under the Equality Act 2010 to eliminate discrimination and other conduct prohibited by the Act; advance equality of opportunity for people who share a protected characteristic and people who do not; foster good relations across all characteristics.

1.4 As a school, we understand the prevalence of covert discrimination in society and education, and are committed to addressing this with the collaboration of our staff, students and families.

1.5 We recognise the changing nature of debates around inclusion and diversity, and actively engage in staff and student development in line with the latest research.

1.6. **Equity** underpins all our school policies, and we recognise that students will require different levels of support to achieve their potential, taking into account SEND, life experience, outlook and background.

1.7 We recognise that exceptions exist to equality regulations in relation to single sex schools and schools with a religious character regarding admissions, as well as employment of staff who are Catholic for certain posts, but that this does not contradict our commitment to equality and diversity.

2.0 School Commitment

2.1 We pledge to create a culture where all feel respected and secure, and where all are taught to extend the same respect and security to others.

2.2 In line with our responsibilities under the Equality Act, we will critically examine our progress as a school on the subject of inclusivity and diversity, through attainment, attendance and exclusion, and will use this information to inform our teaching. This includes staff training according to current research into questions of inclusivity and diversity.

2.3 We are committed to advancing equality of opportunity for all staff and students, and comply with the specific duty of the Equality Act to publish equality information annually. This information will be published on the school website.

2.4 We will challenge and educate students and staff on issues of non-inclusive behaviour, and will maintain a zero-tolerance policy to discrimination and non-consensual behaviour, in line with our anti-bullying policy.

2.5 We will keep a record of incidents of discrimination or prejudice and, if requested, provide these to the local authority.

2.6 We will provide students and staff with a forum to debate issues surrounding inclusivity and diversity, including but not limited to racial diversity and access arrangements.

2.7 All staff, both teaching and non-teaching, are expected to support the school in its initiatives for greater inclusivity and diversity, and to communicate all concerns on such issues without hesitation.

3.0 Curriculum

3.1 Richard Challoner understands the importance of decolonising the curriculum to ensure students see themselves reflected in their learning.

3.2 Subject Leads are responsible for critically examining the content of their curriculum to ensure it is inclusive and represents diverse voices.

3.4 Students and staff will have equal access to the curriculum, including trips and extra-curricular activities.

4.0 Admissions Policy

4.1 The Governors are responsible for an inclusive admissions process which, in line with our obligations as a Catholic school, ensures discrimination does not occur at admission.

4.2 The Governors will review the Admissions Policy annually with consideration of current research into discrimination and equity of opportunity.

5.0 Employment Policies

5.1 The school will ensure equity of opportunity for staff and prospective staff in matters of recruitment, selection and appointment, promotion and training.

5.2 The school will make reasonable adjustments for members of staff with disabilities.

5.3 The school will make reasonable adjustments to cater to the needs of neuro-diverse members of staff.

5.4 The school will make reasonable adjustments to needs arising from pregnancy and menopause.

5.5 The school recognises that reasonable adjustments may be unique to the member of staff in question. Whether an adjustment will be considered reasonable will depend on several factors which will include, but are not limited to: the needs of the member of staff; the effectiveness of the adjustment; the cost of the adjustment and the likely impact of the adjustment upon the candidate/ staff member and other candidates/ staff members.

5.6 The school will approach all disciplinary action with staff in an equitable manner.

5.7 Personnel including the Pay Committee have consideration regarding the implementation of this policy, together with the Governor responsible for Equality, Diversity and Inclusion.

6.0 Governing Body and Head Teacher

6.1 Aside from above stated responsibilities, the Governors and Head Teacher are responsible for ensuring all activities within their remits are reviewed regularly.

6.2 The Head Teacher is responsible for ensuring all staff have access to appropriate training.

7.0 School and the Wider Community

7.1 Richard Challoner recognises that collaboration and dialogue with the local community is key, and will look for opportunities to learn and share good practice with homes, other schools, the parish, Kingston Council and the Diocese.

7.2 We expect students, parents, guardians and families to support the school in its initiatives for greater inclusivity and diversity, and to communicate all concerns on such issues without hesitation.

8.0 Breaches of the Policy

8.1 Breaches of this policy will be dealt with according to our grievance, capability or disciplinary procedure as appropriate and as determined by the Head Teacher. For students, breaches of the policy will be dealt with in line with the Behaviour Policy.

Review Due: June 2024

Review Cycle: Annual