



“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 of one in Christ Jesus.”

(Galatians 3:26-29)

1.0 Introduction

- 1.1 As a Catholic School, Richard Challoner strives to be an inclusive school and is committed to equality of opportunity for all, regardless of sex, gender, sexual orientation, beliefs, race, nationality, colour and ethnic origin, disability and age. This means everyone is respected equally as children of God who are made in his image and allows all students and staff to reach their unique God given potential.
- 1.2 Richard Challoner School pledges itself to be a place where all members of the school community will find security and respect for themselves and their families, other people and their traditions and therefore are not subject to any form of discrimination (either direct or indirect), harassment or victimisation.

2.0 School Commitment

- 2.1 In accordance with its commitment to equal opportunities, the school is committed to preventing any form of discrimination (either direct or indirect) and to promoting both equality of opportunity and good relations between staff, students and parents, and also in dealing with the wider community.
- 2.2 This commitment means that all staff, students, parents and visitors to the school should receive fair and equitable treatment and that no one is treated less favourably because of their background or needs.

3.0 Employment Policies

- 3.1. The school will ensure that its policies and practices in the following areas are designed to ensure that no discrimination (either direct or indirect) takes place:
- Recruitment, selection and appointment
 - Promotion
 - Disciplinary and Capability
- 3.2. In addition, the school will ensure that all staff have access to the appropriate training to help them fulfil their duties required in relation to this policy, as well as statutory requirements.

4.0 Admissions Policy

- 4.1 The Governors will ensure that their policy for admissions is designed so that no discrimination of any form, either direct or indirect, takes place.
- 4.2 The Governors review their Admissions Policy annually.



5.0 Curriculum

5.1 When reviewing policies or initiating change to the curriculum, subject leaders need to ensure that changes are responsive to the needs and values of all students. All students should have equal access to the curriculum, including trips and extra-curricular activities.

6.0 Responsibilities

6.1 The Governing Body has a duty of responsibility for the implementation and monitoring of this policy.

6.2 The Headteacher and the Governors have a responsibility for ensuring that all activities within their remits are reviewed to make certain that they are keeping to the school's commitment to promote equality for all.

6.3 The Headteacher is responsible for ensuring that staff have access to appropriate training in the promotion of equality for all.

6.4 The subject leaders are responsible for making sure that their curriculum or aspect area is developed in a culturally sensitive way which helps to promote equality, avoids stereotypes and helps to prepare students for life in our multi-faceted society.

6.5 The Governing Body is responsible for the annual review of employment practices and policies.

6.6 All staff and visitors have a duty to promote equality and challenge any form of discrimination (either direct or indirect), harassment or victimisation within the classroom and the wider school environment.

7.0 Monitoring

7.1 The Chair of the Personnel Committee will be the named Governor for equality issues.

7.2 The school will ensure that procedures are in place for the 'logging' of any incidents relating to discrimination (either direct or indirect), harassment or victimisation in the school and these will be reported to the Governing Body, if appropriate.

8.0 Promoting Equality in the Wider Community

8.1 The school will seek to promote equality in the wider community by providing a good role model within the school community and dialogue between:

- home, school and parish
- welfare and support agencies
- Kingston Council
- Diocese

NB: 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.

Review due: May 2023 **Review Cycle:** Bi-Annual