



# Equality Policy

Produced by Broughton Hall Catholic High School

Tel: 0151 541 9440

[www.broughtonhall.com](http://www.broughtonhall.com)

## PLEASE NOTE

The Equality Policy and the Equality Information and Objectives are for review and approval by Full Governors.

The Equality Policy is not a statutory document but is considered good practice to have. It has been rewritten to match the wording of the Equality Act 2010.

Schools must publish equality information to show their compliance with the Public Sector Equality Duty (PSED) and also publish equality objectives. This will replace the Equality Plan on the website and meets the legal requirements. It also addresses the issue raised by Jane Holmes (Principal Officer at School Improvement Liverpool). Following a review she advised that the Equality Plan was generic to the areas that have to be covered and advised to make specific to Broughton Hall and the school priorities.

Denise Igglesden  
Business Manager

## Document Status

Version	Date	Action
Version 2		Policy updated and agreed by Full Governors
Review Period	Every 3 years	
Review Date	July 2023	

Founded by the Sisters of Mercy, Broughton Hall Catholic High School is committed to the Catholic Education of young people through Gospel values which permeate the life of the school.

Broughton Hall is welcoming school where everyone is valued highly and where tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all students to maximise their potential. We endeavour to promote positive relationships with parents, governors and members of the wider community.

At Broughton Hall we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

### **Legislation**

The Equality Act (2010) replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The Equality Act (2010) provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

The Equality Act (2010) introduced the concept of a protected characteristic. This is an area of a person's identity that is protected in law from any kind of discrimination.

### **The Nine Protected Characteristics**

These are addressed within this policy. There are 9 protected characteristics:

1. Age (not applicable to pupils)
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership (not applicable to pupils)
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment. Age and Marriage and Civil Partnership are NOT protected characteristics for pupils within school provision.

The exceptions to the discrimination provisions for schools that existed under previous legislation – such as the content of the curriculum, collective worship and admissions to single-sex schools and schools of a religious character, are all replicated in the new act.

### **Aim**

Broughton Hall aims to:

- Provide a secure environment in which all our students can flourish and achieve all five outcomes of 'Every Child Matters' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being)
- Observe good equalities practice, including staff recruitment, retention and development
- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- Prepare students for life in a diverse society in which children can see their place in the local, regional, national and international community
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide positive non-stereotyping information about different groups of people regardless of protected characteristics
- Plan systematically to improve our understanding and promotion of diversity; actively challenge discrimination and disadvantage
- Make inclusion a thread which runs through all our activities

### **Strategies**

To achieve these aims Broughton Hall will:

- Monitor and evaluate to ensure that policies are implemented and are in line with the school's ethos and values, with The Equality Act (2010) and which follow the guidance of the Catholic Bishops' Conference
- Publish and share our policies and impact assessments with the whole community
- Collect and analyse data to ensure all groups are progressing well and no group is subject to disadvantage
- Use all available information to set suitable learning challenges for all, respond to students' diverse needs and overcome any potential barriers to learning
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity
- Have high expectations of behaviour which demonstrates respect to others

### **Legal Requirements**

- Schools are required to publish equality information and objectives which are periodically updated
- It is now unlawful for employers to ask health-related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work. This means that Broughton Hall Catholic High School no longer, as a matter of course, require job applicants to complete a generic health questionnaire as part of the application procedure
- It is now unlawful to discriminate against a transgender pupil
- It is now unlawful to discriminate against a pupil who is pregnant or has recently had a baby
- New Positive Action provisions will allow schools to target measures that are designed to alleviate disadvantages experienced by, or to meet the needs of, pupils with protected characteristics

### **Responsibilities**

#### **The Governing Body**

It is the responsibility of the Governing Body to:

- Ensure that Broughton Hall complies with equality legislation
- Meet the legal requirements to publish equality schemes

- Ensure that the schools' policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing plans
- Ensure the admissions policy is fair and equitable in its treatment of all groups
- Monitor attendance and take appropriate action where necessary
- Have equal opportunities in staff recruitment, professional development and membership of the Governing Body
- Provide information in appropriate, accessible formats
- Be involved in dealing with serious breaches of the policy

### **The Headteacher**

It is the responsibility of the Headteacher to:

- Implement the policy and its strategies and procedures
- Ensure that all staff receive appropriate and relevant continuous professional development
- Actively challenge and take appropriate action in any cases of discriminatory practice
- Deal with any reported incidents of harassment or bullying
- Ensure that all visitors and contractors are aware of, and comply with, the school's equality policy

### **All Staff**

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture
- Promote equality and good relations
- Promote an inclusive curriculum and whole school ethos which reflects our diverse society
- Keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources

### **Parents and carers:**

It is the responsibility of parents and carers to:

- Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these
- Take an active role in supporting and challenging the school to achieve the commitment given to the school community in tackling inequality and achieving equality of opportunity for all

### **Pupils**

It is the responsibility of pupils to:

- Support the school to achieve the commitment made to tackling inequality
- Uphold the commitment made by the Head Teacher on how pupils and parents/ carers, staff and the wider school community can be expected to be treated

### **Members of the wider school community**

It is the responsibility of the wider school community to:

- Take an active part in identifying barriers for the school community and in informing the governing body of actions that can be taken to eradicate these
- Take an active role in supporting and challenging the school to achieve the commitment made to the school community in tackling inequality and achieving equality of opportunity for all

**Breaches of the Policy**

Breaches to this policy will be rigorously followed up using the appropriate procedures and reported to the Governing Body and Local Authority as required.

**Monitor and Review**

There is no legal requirement for schools to produce an equality policy. However, Broughton Hall recognises the support that this policy has in supporting the school's aims in relation to equality and how it intends to achieve them. This policy will be reviewed every 3 years or as legislation dictates.

Broughton Hall fulfils its legal obligations to publish equality information to show how it complies with the Public Sector Equality Duty (which is updated as required each year) along with publishing its equality objectives (which are updated at least once every 4 years).