

St Alban's Catholic High School Equality Statement

The school is committed to the three broad duties of the Equalities Act 2010 which are to:

- Eliminate discrimination;
- Advance equality of opportunity;
- Foster good relations

The principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity. A protected characteristic under the Act covers the groups below:

- Age
- Disability
- Race, colour, nationality, ethnic or national origin;
- Sex (including transgender);
- Gender reassignment
- Maternity and pregnancy
- Religion and belief;
- Sexual orientation;
- Marriage and civil partnership (for employees).

Everyone is encouraged and supported to achieve their personal best. Our school is welcoming, inclusive, has a real community feel and is a place where everyone is valued. Our students and staff treat each other equitably, fairly, with kindness and with mutual respect and our environment is safe and clean with everyone sharing responsibility for it.

St Alban's are committed to promoting equality and ensuring that everyone plays their part. We endeavour to eliminate discrimination and other conduct that is prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it, and foster good relations between people who share a protected characteristic and people who do not share it by:

- For students – implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying)
- For staff – implementation of policies on equal opportunities, recruitment and selection and pay
- Employing specialist staff to support students with special needs or disabilities,
- implementing our disability access plan
- Monitoring of welfare, with intervention and support where required
- Taking steps to meet the particular needs of students or staff that have a particular characteristic

The school will take opportunities to promote key messages to staff, parents and students about equality and what is expected of them. Our curriculum is inclusive.

The school is opposed to all forms of prejudice and recognises that if a student experiences prejudice related discrimination this could have a detrimental impact on their education. Any prejudice related incidents will be recorded and investigated, where appropriate, we will engage support from external organisations, including the Local Authority.

We make reasonable adjustments to meet the needs of disabled students, our accessibility plan focusses on:

- Increasing the extent to which disabled students can participate in the curriculum
- Improving the physical environment of the school to enable disabled students to take better advantage of education, benefits, facilities and services provided
- Improving the availability of accessible information to disabled students.

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