



ST. THOMAS MORE HIGH SCHOOL
ACADEMY

GUIDANCE EQUAL OPPORTUNITIES POLICY

Adopted by the Governing Body on:	19th September 2011
Re-adapted by the Governing Body on:	3rd December 2012
Reviewed by the CACE Committee on:	21st January 2015
Ratified by the Governing Body on:	19th March 2015
Approved by SLT:	November 2017
Ratified by Governing Body on:	7th December 2017

Mrs Nuala Kelsey-Cashell
Chair of the Governing Body

The School's Mission Statement

To inspire,

To learn,

To achieve,

To keep our Catholic ethos at the centre of our lives,

To fulfil our educational potential, welcoming all and reaching out to the
wider world,

To truly be God's servant first.



St. Thomas More High School

Equal Opportunities Policy

“You are, all of you, sons of God through faith in Christ Jesus. All baptised in Christ, you have all clothed yourself 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.

The Gospel itself leaves us in no doubt, that our belief in its values should place us in the forefront of the movement for justice and harmony.

1.0 Policy Statement

1.1 The Equality Act 2010

Introduction

The St Thomas More Equal Opportunities policy makes reference to the non-statutory DfE guidance given in the **‘Equality Act 2010 and Schools’ - Departmental advice for school leaders, school staff, governing bodies and local authorities May 2014**. The guidance suggests good practice to meet the legal requirements for the **2010 Equality Act**.

The **Equality Act 2010** provides a modern, single legal framework with three broad duties:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act
- Advance equality of opportunity between people who share a **‘protected characteristic’** and people who do not share it
- Foster good relations between people who share a **‘protected characteristic’** and those who do not share it

This policy should be read in conjunction with other school policies which are on the school web site.

St Thomas More acknowledges the importance of the '**Equality Act 2010**' and its duty to those with '**protected characteristics**', to avoid any discrimination and to promote equal opportunity for all.

A '**protected characteristic**' under the Act covers the following groups:-

- Age
- Disability
- Race
- Sex (including issues of transgender)
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Marriage and civil partnership (for employees)

1.2 Public Sector Equality Duty

The Equality Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty which has two specific duties:

- Publish information to show compliance with the Equality Duty.
- Publish equality objectives at least every 4 years which are specific and measurable.

2.0 Principles

St Thomas Mores approach to equality is based on the following principles:

1. All students are of equal value.
2. All students are encouraged and expected to achieve their potential
3. Barriers to learning are identified and addressed proactively
4. Diversity is recognised, respected, valued and celebrated
5. Positive attitudes, relationships and mutual respect are actively promoted
6. Full and active participation in school life is actively encouraged
7. Effective equalities practice is evident in the schools policies and procedures

3.0 Policies and Information

The school has a range of policies which draws together a range of previous equality legislation and shows how the school is fulfilling the requirements of the Equality Act 2010.

The other main policies which relate to the Equality Act 2010 include:

- Equality Policy
- Safer Recruitment Policy
- Probation Policy
- Staff Code of Conduct Policy
- Dignity at Work
- Complaints Policy
- Leave of Absence Policy
- Managing Sickness Policy
- Performance Management Policy
- Staff Disciplinary Policy & Procedure
- Whistleblowing Policy

Additional information can also be accessed via other school policies which include:

- Accessibility Plan
- Admissions Policy
- SEND Policy
- Curriculum Policy
- Behaviour and Discipline Policy

4.0 Supporting Organisations and Documentation

4.1 Equality and Human Rights Commission

The Equality and Human Rights Commission is the independent advocate for equality and human rights in Britain. It aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights. It provides guidance for employers and education providers.

<https://www.equalityhumanrights.com/en/advice-and-guidance>

<https://www.equalityhumanrights.com/en/publication-download/good-equality-practice-employers-equality-policies-equality-training-and>

4.2 Department for Education Non-statutory Advice

Non-statutory guidance is available from the Department for Education relating to the Equality Act in the following publication:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

4.3 Other Organisations Offering Support and Information

ACAS provides information, advice, training, conciliation and other services for employers and employees to help prevent or resolve workplace problems, include detailed guidance on Equality and Diversity at Work

<http://www.acas.org.uk/index.aspx?articleid=1363>

Age - <http://www.ageuk.org.uk/>

Gender - <http://www.fawcettsociety.org.uk/>

Sexual orientation and gender identity - <http://www.stonewall.org.uk>

4.4 Disability

For more information on disability consult the following websites:

- Essex Coalition for Disabled People www.ecdp.org.uk
- ECL Sensory Team www.eclsensoryservice.org
- Essex Sight www.esexsight.org.uk
- Support4sight www.support4sight.org.uk
- Deafblind UK www.deafblind.org.uk
- Hearing Help Essex www.hearinghelpessex.org.uk
- Disability Rights UK www.disabilityrightsuk.uk
- Scope www.scope.org.uk
- MIND www.mind.org.uk