

DIVERSITY AND EQUALITIES POLICY

Introduction

This policy outlines St Catherine's commitment to ensuring equality of opportunity and equal treatment for staff, students, trustees, volunteers, parents, contractors, customers and others in terms of service provision and employment.

Scope

The policy applies specifically to discrimination and equality of opportunity in respect of 'protected characteristics' as defined in the Equalities Act 2010: age; disability; race; sex; religion or cultural beliefs; gender reassignment; marital status and civil partnership; sexual orientation; and pregnancy/maternity. It applies across the range of employment policies and practice, including those relating to discipline and grievance.

Responsibilities

St Catherine's values its staff, students, trustees, volunteers, parents, contractors, customers and others and expects them to be treated in a respectful manner. Accordingly, all have a responsibility to treat others with dignity and respect. The Principal is responsible for providing advice and guidance on equality issues and to ensure the policy document is kept up-to-date.

Aims

St Catherine's aims to promote equality of opportunity; celebrate and value diversity; and eliminate unlawful direct and indirect discrimination.

St Catherine's will provide equality of opportunity and equal treatment as an integral part of good practice. The organisation is committed to a working environment in which the contribution and needs of everyone are valued and recognised fully. It will support its staff, students, trustees, volunteers, parents, contractors, customers and others in not tolerating any inappropriate, violent or abusive behaviour.

St Catherine's commitment to anti-discriminatory practice relates to all kinds of discrimination including:

- direct discrimination, where someone is treated less favourably than another because they have a protected characteristic;
- indirect discrimination, when a requirement or a condition is applied which has a detrimental effect on a particular group or individual even if there was not a deliberate intention to discriminate;
- associative discrimination, where there is direct discrimination against someone because they associate with another person who has a protected characteristic;
- perceptive discrimination, where there is direct discrimination against someone because others think they have a protected characteristic even if they do not possess that characteristic;
- harassment, when there is unwanted conduct related to a protected characteristic which violates someone's dignity or creates an intimidating, hostile, degrading,

- humiliating or offensive environment for them, even if the conduct is not directed at the individual or if they do not have the protected characteristic;
- third party harassment, when there is potential liability for the harassment of staff, students, trustees, volunteers, parents, contractors, customers and others by other individuals or organisations; and
- victimisation, when someone is treated badly because they have made or supported a complaint under the Equalities Act or is thought to have done so.

Employment practices

St Catherine's aims to promote equality and diversity as an employer and to ensure that no job applicant or employee receives less favourable treatment or is disadvantaged by conditions or requirements that cannot be shown to be justifiable in the context of this policy. Selection, recruitment, training, promotion and employment practices will be subject to regular review to ensure that they comply with the Diversity and Equalities Policy. All training opportunities will be published widely to all appropriate employees and in such a way so as not to exclude particular groups.

St Catherine's regards discrimination, abuse, harassment, victimisation or bullying of staff, students, trustees, volunteers, parents, contractors, customers and others in the course of work as disciplinary offences which could be regarded as gross misconduct.

St Catherine's as a service provider

In developing its services, St Catherine's will seek to ensure access for students, customers and others. St Catherine's will attempt to ensure that none of its policies discriminate directly or indirectly against any individual or group.

Supporting St Catherine's students' religious, spiritual and moral well-being

Whilst the school retains established links with its Church of England origins, the principal aim of St Catherine's religious education programme is to enable students to understand the practice and nature of religious beliefs and their effects on people's lives. Children of all faiths and denominations are welcome at St Catherine's (as well as those of no faith) and the school endeavours to meet their specific religious requirements.

St Catherine's has its own chapel, where students can regularly attend assemblies sometimes given by the local vicar and students can attend the monthly family services at the local Church of England church. Non-Christian children may be excused parts of religious education, church services or chapel visits at the request of their parents/carers. If a student has a particular belief that he/she wishes to practise, staff are happy to support him/her to attend services held locally wherever possible.

Data collection

St Catherine's complies with the requirements of the Data Protection Act. Any data, either qualitative and/or quantitative, required in order to monitor the requirements of the impact of the Equalities Act 2010 will be collected where it is reasonable, proportionate and practical to do so.

Monitored by Governors Apr 2007 / May 2014

Reviewed Jan 2013 / May 2014 / April 2015 / January 2018