



**All Hallows Catholic School**  
**Equality and Anti-Racism Policy**

**Status and review cycle : annual**

**Next review date : June 2018**

## **EQUALITY POLICY**

### **1 Background**

**This policy should be read against the background of our Mission Statement, which places a responsibility on every member of our community to recognise that**

“All members of our community are created in the image and likeness of God and so deserve, and should receive, equal love, justice, respect and opportunities for growth and fulfilment.”

### **2 Aims and values**

**Our aim in formulating this policy is to eliminate all forms of unlawful discrimination and to promote equal opportunities in all areas of school life.**

Legislation requires schools both to avoid discrimination and to promote equality with regard to all the protected characteristics for students, staff and others using school facilities. As a Catholic School All Hallows regards its mission and purpose to be the living out of Gospel values. Discrimination is incompatible with the example set by Christ in the Gospels.

#### **Protected Characteristics:**

Gender

Age

Race

disability

sexual orientation

religion or belief

gender reassignment

pregnancy or maternity

### **3 School Context**

All Hallows Catholic School is located in Farnham and serves a very wide area of Surrey and Hampshire, with some students even travelling from as far away as Bracknell.

Approximately 72% of the children in the school would be classed as White British. The other 28% of children derive from a variety of ethnic backgrounds with the second largest group being Nepalese. Between them, students at the school speak 36 different home languages.

### **4 Leadership and Management**

**We are committed to**

Actively tackling discrimination and promoting equal opportunities

Encouraging, supporting and helping all students and staff to reach their potential

Working with students and families and with the wider community to tackle discrimination

Making sure this Equalities Policy and its procedures are followed

We will ensure that all of our structures and policies are evaluated and kept under annual review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

### **Responsibilities**

The Governing body – will ensure the school complies with the Equalities Act 2010.

The Headteacher – will implement the policy and its related procedures and strategies, ensuring all staff are aware of their responsibilities and are given appropriate training and support, and taking appropriate action in any cases of discrimination.

All staff will follow agreed procedures in dealing with incidents in accordance with our School Policy. The school will ensure staff know how to identify and challenge bias and stereotyping, promote equality and keep up to date with equality legislation and research through training and development.

### **Breach of Policy**

#### **Students**

In accordance with our School Code incidents of inequality and associated name-calling will be dealt with by staff whenever they occur. The Senior Leadership Team has overall responsibility for dealing with such incidents. Where there is recurrent antagonism, parents and guardians are contacted and informed of any action taken.

#### **Staff**

In the case of adults employed by the school any breach of our School Code with regard to the treatment of individuals will always be investigated. Serious breaches may be dealt with under disciplinary procedures adopted by the Governing Body.

### **Monitoring and Review**

The policy will be monitored and reviewed annually along with its impact, making use of data such as Raiseonline.

### **Action Plan**

In order to ensure that action is taken to meet the Single Equality Duty, All Hallows Catholic School has drawn up an action plan included as an ongoing item in the School Development Plan.