



'Achievement for All'

ST JOSEPH'S BOYS' SCHOOL

Inclusion and Diversity and Equal Opportunities Policy

Reviewed _____

Date: _____

Agreed SMT _____

Date: _____

Principal

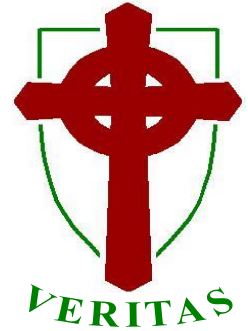
Agreed BOG _____

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St Joseph's Boys' School

'Achievement for All'

Inclusion and Diversity and Equal Opportunities Policy



Introduction

This policy describes the way in which St Joseph's Boys' School will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all staff and learners, as well as any volunteers working in the school.

Access

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed.

This policy is held in the main office of the school and is available on request or on school website.

Policy Statement

St Joseph's Boys' School will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the college may be working with on the grounds of:

- sex, race, disability, religion or belief or sexual orientation, ethnic origin, colour nationality, national origin, marriage or civil partnership.

In addition, there will be no discrimination against:

- pregnant females or new mothers
- staff, learners or volunteers undergoing gender re-assignment
- learners due to the behaviour of their parents and/or siblings

A) When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

When St Joseph's Boys' School selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

B) St Joseph's Boys' School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as EAL pupils, Afro-Caribbean boys or Roma children. This underpins our motto

"Achievement for All". All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

C) Our Inclusion and Diversity Policy aims to:

- Create an environment in which individual differences and the contributions of all team members are recognised and valued.
- Create a working environment that promotes dignity and respect for every employee.
- Not tolerate any form of intimidation, bullying, or harassments. And to discipline those that breach this policy.
- Make training, development, and progression opportunities available to all staff.
- Promote equality in the workplace, which St Joseph's Boy's School believes is good management practice and makes sound business sense.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Encourage Employees to treat everyone with dignity and respect.

D) St Joseph's Boys' School will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies, stakeholders, Learners, and job applicants. St Joseph's Boys' School equality and diversity policy is fully supported by senior management and has been agreed with trade unions and/ or employee representatives.

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary
- All visitors to St Joseph's Boys' School
- All learners at St Joseph's Boys' School

In addition, St Joseph's Boys' School will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups
- supply specialist aids and facilities to enable disabled people

- monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination
- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings

Complaint Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of the Principal of St Joseph's Boys' School. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to the Board of Governors of St Joseph's Boys' School who will decide the best course of action.

This may result in:

- a warning being issued
- a disciplinary
- a referral to a higher level of authority

Stage 3

The offending person has the right to appeal. He/she can write to DENI. The decision of DENI will be final.

This policy also supports the following:

- SEN Policy
- Staff Development Policy
- Policy on RSE
- Race Equality Policy
- Visitors Policy
- Child Protection Policy
- Anti-bullying Policy
- Pastoral Care Policy
- Policy on Handling Complaints
- Examinations Policy
- Policy on Staff Health and Well Being

- Policy on Environment
- School Medication Policy
- Access to Fair Assessment Policy
- School Trips and Visits Policy
- Supervision in the Playground Policy
- R.E. Policy
- Conflict of Interest Policy
- Intimate Care Policy
- Malpractice Policy
- Raising Concerns at Work Policy

Monitoring and Review

This policy will be monitored and reviewed biannually or as appropriate to ensure that equality and diversity is continually promoted in the workplace.