

St Boniface's Catholic College

Equalities Statement and Objectives

The basic equality between all human beings has always been fundamental to Catholic belief and teaching which holds that every person has a unique dignity based on the fact that they are created and loved by God. Therefore we are committed to upholding the dignity of each member of our community and every visitor to our College.

St Boniface's Catholic College acknowledges and welcomes diversity among pupils, staff, governors and visitors. Our Inclusion and Equality Scheme outlines the commitment of the staff and governors to promote equality. This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community. We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community.

Every member of the College community should feel safe, secure, valued and of equal worth. In our College, equality is a key principle for treating all people the same, irrespective of

age;

disability;

gender reassignment;

marriage and civil partnership;

pregnancy and maternity;

race;

religion or belief;

sex;

sexual orientation.

As a Single Sex school we do admit only boys to Years 7 to 11. This is in the knowledge that there is similar provision for girls at Notre Dame Catholic School. We recognise that as a Single Sex school our equal treatment of staff is an important part of the education we provide to students as well as part of our duty to act with fairness.

As a school with a religious character we give priority in admissions to members of the Catholic Church. However we welcome staff and students of all faiths and none and recognise their rights to equal and fair treatment as members of our community. No student in the College will ever be treated unfavourably in any way because of their religion.

As a school with a religious character the post of Headteacher is reserved to a practicing Catholic only. Teachers and other staff not appointed to reserved posts will never be treated unfavourably in any way because of their religion.

We promote the principles of fairness and justice for all through the education that we provide in our College.

To ensure these principles are carried out we have set three Equality Objectives which will be monitored by the Governing Body and reviewed each year:

1. To seek to improve access to the site for visitors who have reduced mobility
2. To promote spiritual, moral, social and cultural development through all appropriate curricular opportunities, with particular reference to issues of equality and diversity
3. To seek to find out the extent to which all pupils and staff, including in particular those with protected characteristics feel valued and welcomed by the College community