

NOTRE DAME HIGH SCHOOL

EQUALITY DUTY

1. Introduction

The Equality Act 2010 (the Act) replaced previous anti-discrimination laws with a single Act and came into force on 1 October 2010. A key measure in the Act is the **public sector Equality Duty**, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The aims of the Equality Duty are to:

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

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

Under the duty, all public sector bodies are required to:

- **Publish relevant information regarding our compliance with the duty.** The school decides which information is relevant and we can reference other information (either internal data or other publically available data) without the need to reproduce it. This information must be published annually.
- **Set and publish equality objectives** Equality objectives are determined by the school. The objectives must be reviewed every four years.

2. Notre Dame High School approach to the Equality Duty

We are a Catholic High School where every person is a valued member of our community.
Notre Dame High School Mission Statement

We proclaim by our lives even more than by our words that God is good

We honour the dignity and sacredness of each person

We educate for and act on behalf of justice and peace in the world

We commit ourselves to community service

We embrace the gift of diversity

We create community among those with whom we work and with those we serve

We develop holistic learning communities which educate for life

Hallmarks of the world wide Notre Dame learning community

As a Catholic Christian school, rooted in the legacy of the Sisters of Notre Dame, the aims of the Public Sector Equality Duty are a central part of our mission.

All school policies and procedures start from our mission as a Catholic Christian school and we constantly review all that we do in the light of our mission statement and the Notre Dame Hallmarks.

3. Notre Dame High School's equality objectives

- All students reach their potential
- We promote fair access to appropriate development opportunities for all staff
- We seek the views of members of our school community (students, parents, staff and our wider community) in order to inform the school's ongoing planning and review process

Review of these objectives will take into account school priorities generated through the school's ongoing review cycles which are informed by the collection of data including the views of students, parents and members of staff.

4. List of school policies and procedures which relate to the Equality Duty

The following school policies and procedures are relevant to the school's approach to ensuring the aims of the equality duty are met:

- Admissions Policy
- Anti-bullying Policy
- Behaviour for Learning Policy
- Charging Policy
- Community Cohesion Statement
- Curriculum Policy
- Disability Equality policy and Accessibility Plan
- Equal Opportunities Policy
- Gender Equality policy and Action Plan
- Learning Beyond the Classroom Policy
- Maternity, Adoption and Paternity Leave Policy
- Race Equality policy and Action Plan
- Safeguarding Recruitment Policy

- Secondment Policy
- Sex and Relationships Education for Life Policy
- Single Equality Scheme
- Special Educational Needs Policy

When these policies are reviewed, consideration will be given to the aims of the equality duty and more generally to the school's commitment to value all people equally.

In order to ensure that this is done, a copy of points 1 & 2 from this document will be included with any of the above policies when they are due for review by governors as a reminder of the need to consider the impact of these policies in promoting equality.

5. Data relating to our adherence to equality duty

The following is a list of the data that we will publish annually in line with the Equality Duty:

- Reference to RaiseOnline – relative performance of different groups of students in school
- Summary of behaviour data (inc exclusions) broken down by characteristics
- Report showing the 'makeup' of current staff by characteristic (gender, race, etc) where we have the information.
- Report of specific complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality – this should include 'nil' responses
- Reference to any sections of the school Self Evaluation Form which provide evidence of the way in which we have promoted equality &/or important actions agreed which relate to promoting equality during the year

This information will be published as part of the Headteacher's report to governors at the Spring Term meeting of the full governing body.

In addition, a brief commentary on the above data, summarising evidence of performance in relation to the above headings will be published with this document on the school's website. This summary will not contain specific data as this could enable identification of individuals. Instead, it will be a commentary of the review by governors.

Review Date: November 2012

Review Mechanism: **Governors Pastoral Committee**

Update: **November 2016**