



The John Fisher School
Equality and Diversity Statement
(including Equality Objectives)

Responsible: Governors' SLAW Committee

Next Review Date: June 2023

Nurturing young Catholic gentlemen
Aspiring for Academic, Cultural & Sporting Excellence

We aim to raise awareness and ensure equality of opportunity through all aspects of school life by:

- Discussing equality and diversity issues at key meetings throughout the school
- Ensuring all policies are reviewed in light of equality duties listed above and clearly demonstrate best practice regarding promoting equality and good relations across all groups
- Monitoring the outcomes for, and experiences of our students, staff and wider school community in order to inform the review of policies and future improvement planning.
- Celebrating as a school community in the following ways:
 - Cultural diversity through the curriculum
 - Assemblies
 - PSHE
 - Citizenship
 - Extra-curricular activities and public events
 - The involvement of parents/carers and the community in all aspects of school life
- Ensuring that equalities are genuinely threaded right through the activities of the school, there are/will be specific statements regarding equalities in each of the following policies:
 - Teaching for Learning
 - School Behaviour
 - Child Protection and Safeguarding

In addition, we aim to embed equality of opportunity throughout the school by ensuring that our environment, displays and teaching promote equal opportunities through:

- Staff ensuring that resources and displays avoid negative issues and reflect positive images of all individuals
- Promoting positive attitudes within a multi-cultural, multi-racial community
- Our charity work focusing on the needs of specific disadvantaged or less fortunate groups and fundraising to help them
- All students being entitled to the same opportunities and encouraged to participate in school activities
- Students being made aware of the experiences and needs of different groups that suffer discrimination through subjects such as Art, Drama, Dance, Music, English, History, Geography, RE and Citizenship
- Subject Leaders considering specific areas of learning in their subjects that contribute to the promotion of cohesion
- All of our school community being responsible for preventing, challenging and dealing with discriminatory behaviour, abuse or intimidation. The school aims to ensure all are confident to identify, address and report discriminatory incidents, should they happen
- Visitors to the school site complying with all our expectations and demonstrating mutual respect
- Professional development provision for all staff in the school
- An extended and extra-curricular programme that encourages all students to achieve outside the core curriculum

The Recruitment, Development and Retention of Staff

- We ask candidates to complete the ethnic monitoring section of our application form and to provide details of any disability
- Ethnic background is not a factor in appointment

- Appointments of staff are focused on abilities not disabilities. A candidate's disability is not a factor in the appointment unless it prevents them substantially from carrying out the responsibilities of the post
- All staff are entitled to the same Continuing Professional Development
- A register of applications from candidates from different groups is kept by the HR Manager
- Records are also kept of training and retention of staff
- In keeping with the ethos of the school, the school has a Dress Code for staff to ensure that a professional image is projected to students

School Uniform and Appearance

School uniform and rules on appearance are central to parental perceptions of the school and the school's reputation; they also play a valuable role in contributing to the ethos of the school and setting an appropriate tone. We insist therefore that students are smart, tidy and well-presented and take a pride in their uniform and appearance.

School uniform supports positive behaviour and discipline, encourages students to identify with and support the school ethos, ensures that students of all races and backgrounds feel welcome, protects children from social pressures to dress in a particular way and nurtures cohesion and promotes good relations between different groups of students. Above all, school uniform supports effective learning.

Behaviour

The school has a very clear consequences procedure to ensure the good behaviour of students, good order and safe behaviour around the site and effective learning in the classroom. The school makes "reasonable adjustments" to its consequences procedure to ensure that statemented students with learning difficulties or disabilities that may present through behaviour are not treated less favourably, and to ensure that disabled students are able to meet the behaviour expectations of the school. The consequences procedure may be varied to provide statemented and disabled students with additional support to meet the school's expectations.

Responsibilities

The Governors' Student Learning, Achievement and Welfare Committee will:

- Ensure that the school complies with equality legislation, including the general and specific duties

The Headteacher will:

- Along with the Governing Body, ensure that the Equality and Diversity Statement and its related procedures and strategies are implemented
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support so that they can fulfil their responsibilities
- Take disciplinary action against staff or students who discriminate against other members of the school community

Assistant Headteachers will:

- Ensure procedures are in place for racist incidents to be recorded and reported
- Take responsibility for monitoring key issues

- Ensure appropriate provision and support is in place for students with English as an additional language
- Monitor the progress of students with English as an additional language, providing information for the SLT and Governing Body where appropriate

All Staff will:

- Be trained and know how to identify and challenge bias and stereotyping
- Identify, address and report incidents of discrimination
- Not discriminate on any grounds
- Keep up to date with equality legislation by attending training and information events

All Teaching Staff will:

- Encourage students from all groups to have full access to, and participate in the curriculum and the wider life of the school
- Promote equality and diversity through teaching and through relations with students, staff, parents/carers and the wider community

All Visitors and Contractors will:

- Be required to comply with the school's Equality and Diversity Statement

Students will:

- Respect and value all other members of the school community
- Not discriminate on any grounds
- Know how to identify and challenge bias and stereotyping
- Identify, address and report incidents of discrimination

Objectives

1. To ensure the attainment and achievement of students of ethnic minority groups, with SEND or with a perceived disability is equal to the average attainment and achievement of all other students.
2. To ensure SEND students are achieving their full potential by ensuring their literacy abilities narrow the gap with their peers.
3. To further promote the Christian and British values of respecting the rights and differences of all members of the school community with protected characteristics.
4. To equip students to tackle social justice and prejudice in the school community and the wider society.
5. To ensure all staff are clear on how to deal with an incident of racism and the appropriate action and response so that students are treated fairly and equally.