



Holy Cross College Equality Objectives 2018/19 - 2020/21

At Holy cross we have created a culture that celebrates the diversity of our staff and students. Where all are treated with respect, where they are safe, and where harassment and bullying are not tolerated. We actively promote our Single Equality Scheme across the staff and student body and all are aware of the responsibility for “responding appropriately if they witness any discriminatory behaviour, challenging inappropriate language and behaviour, tackling bias and stereotyping, and reporting any incidents as appropriate”.

‘7.2 Single Equality Scheme’

1. To celebrate and promote the diversity of our students and staff, and encourage each member of the college to express the individuality of his or her culture and personality.

We will achieve this by;

- Establishing an Equality and Diversity Committee, to include staff and student representatives, who meet regularly to review Equality and Diversity matters.
- Encouraging staff and students to promote Equality and Diversity across the college, to take the lead in special projects, agreeing the key themes to be covered each year.

2. To closely monitor the progress all groups of students make. To ensure that all college activities meet the needs of all groups of students so that none is disadvantaged so that all make equal progress.

We will achieve this by;

- Ensuring the monitoring systems and information available to staff identifies students by DfE priority groups; Gender, ethnicity, English as first language, disadvantaged and SEN.
- Raising awareness across the college of any gaps and ensuring appropriate actions are taken to secure parity of achievement and progress so that we maximise the potential of all, regardless of their age, disability, gender, gender identity, race, religion or belief, sexual orientation or social status.

3. To ensure that all our policies and procedures are fair and eliminate any form of discrimination.

We will achieve this by;

- Ensuring student admissions and staff recruitment and selection practices are lawful and fair.
- Ensuring reasonable adjustments are reviewed for existing staff and students as well routinely considered as part of the student application and staff recruitment and selection processes.
- Ensuring policies on complaints, bullying and harassment, recruitment and selection and whistleblowing are easily accessible to staff and students and that they are up-to-date.