



SINGLE EQUALITY SCHEME

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Approval body	Governing Body		
Date approved	March 2019	Date of next review	March 2021

MISSION STATEMENT

Holy Cross, founded by the Daughters of the Cross, is a Catholic Sixth Form College and University Centre, which exists to provide a high quality education within a community based on Gospel values. The College provides the opportunity for each person spiritually, morally and intellectually and welcomes students and staff of all faiths

POLICY STATEMENT

Holy Cross is committed to ensuring that equality in all its forms is actively promoted and ensured. In keeping with the tradition of the Daughters of the Cross, and the teachings of the Catholic Church we affirm the value of each member of the College's community and have concern for the whole person and the uniqueness of the individual, sharing each other's strengths and being sensitive to each other's weaknesses

The College's Mission Statement states explicitly that 'The College provides the opportunity for each person to develop spiritually, morally and intellectually and welcomes students and staff of all faiths'. These principles are central to the life of the College. Holy Cross' Equality Scheme is not, therefore, simply a paper document. The College aims to live and breathe the values it articulates.

PURPOSE

The purpose of the scheme is to bring together the various strands of Equality and Diversity in order to provide a coherent approach so that each member of the college is treated fairly and that any gaps between their outcomes and experiences are closed.

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1. INTRODUCTION: EQUALITY AND DIVERSITY AT HOLY CROSS COLLEGE

- 1.1 This Single Equality Scheme brings together the different strands of Equality and Diversity, and shows how at Holy Cross we seek to live **our mission and ethos in all that we do**. It also identifies how we will promote equality and diversity to maximise the potential of all regardless of their age, disability, gender, gender identity, race, religion or belief, sexual orientation or social status.
- 1.2 The Scheme demonstrates our commitment to equality and diversity and shows how we aim to ensure that equality is embedded into all aspects of the College's work. It applies to all members of the College community including learners, staff, governors, parents, the College's partners and community members.
- 1.3 Because of its distinctive religious character Holy Cross College gives preference in its admissions policy to Catholic students but it does, as the Mission Statement says, welcome applications from students of all faiths. It also welcomes staff from all faiths, though there are certain posts, which, because of their nature - seniority or teaching subject - are only open to Catholic applicants. Once students and staff are members of Holy Cross College all are treated fairly according to their individual and unique needs.
- 1.4 We recognise that we always have to differentiate between individuals in order to fulfil their particular needs and potential. However, we seek to ensure that no member of the College community receives less favourable treatment on the grounds of gender, disability, race, ethnic origin, religion, age, sexual orientation, gender identity, marital status, pregnancy or maternity.
- 1.5 We will take steps to address any gaps in the success, retention or achievement rates for any equality groups. We will also work to eliminate any barriers that may inhibit the success or progression of any group of staff or students.
- 1.6 The translation of this policy into practice is the responsibility of everyone in college. We will ensure that the principles of this scheme are reflected in all our policies, practices, procedures and services and are part of everything that we do.
- 1.7 The College seeks to avoid stereotyping and will ensure that all people (staff, students and others) are treated as individuals in their own right.
- 1.8 The College actively celebrates diversity and we aim to ensure that differences between people, groups and identities are understood, valued and respected, ensuring that any discrimination is identified and remedied.
- 1.9 The College is committed to equality of opportunity via a proactive approach, by identifying students' needs and supporting them, to ensure we narrow any achievement gaps.
- 1.10 The College ensures that this policy is implemented, rigorously monitored and reported upon annually.

2. THE COLLEGE CONTEXT

The college has over 2000 students, the majority, approx. 70% are white British, with Pakistani students of Asian or Asian British ethnicity representing the largest minority group, 15%. 55% of students are female. Christians, at 51%, represent the largest group in relation to religion or belief. Islam is also well-represented, at 25%. 15% of students declare no religious belief. Key stage 4 data identified 15% of students as disadvantaged and 3% of students as having a special educational need.

3. OVERVIEW OF THE LEGAL CONTEXT

In our Single Equality Scheme we aim to ensure that we comply with the statutory requirements set out by The Equality Act 2010. We also endeavour to promote equality and diversity in such a way that we provide an environment in which every individual is recognised and valued. We seek to manage our policies and procedures in ways that maintain every individual's rights.

Protected Characteristics - Equality Act 2010

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and civil partnerships

We also recognise the importance of socio-economic status and community cohesion with regard to developing good relations across different cultures, ethnicities, religious and non-religious and socio-economic groups and we have incorporated these priorities into our Scheme.

All alleged incidents of discrimination, harassment and/or victimisation will be dealt with according to the College's harassment / bullying policies and disciplinary procedures.

4. INVOLVEMENT AND CONSULTATION

- 4.1 The college seeks the views of students through surveys, focus groups, the Student Council, Moodle and tutorials. The information collected is used as part of the self-assessment process and leads to changes in the delivery of the course or to improvement in the students' experience.
- 4.2 Staff views are sought regularly through staff meetings and surveys. In addition, the staff and managers at all levels actively promote an open door approach to both staff and students. Team meetings provide an additional forum for the collection of views expressed by staff, parents, and students, as well as the Equality and Diversity Committee.

5. OUTLINE OF E&D AT HOLY CROSS

- 5.1 All students are interviewed prior to enrolment ensuring students receive support and pre-course guidance so they choose the right course combination for their future aspirations; this guidance is free from bias or prejudice.
- 5.2 The College is committed to ensuring that all students receive the best possible learning experience. All Holy Cross students follow a study programme that includes their chosen subjects, Tutorial, RE and Enrichment, which is free from bias and promotes equality and diversity. Teaching is tailored to meet the needs of learners.
- 5.3 The College is committed to ensuring that all staff and students are provided with a positive working environment and are protected from harassment, bullying or discrimination. Students have a Tutor as well as support and advice from all other members of staff to ensure they feel safe.
- 5.4 Schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of equality and diversity.
- 5.5 All key performance data is analysed to identify gaps between groups of learners.

5.6 Equality and Diversity issues are regularly reviewed, and an action plan is used to ensure further progress towards promoting E&D and reducing identified gaps in progress and attainment.

6. MONITORING AND REVIEW ARRANGEMENTS

6.1 In order to ensure that the policy is implemented effectively there is an Equality and Diversity Committee. The Committee will meet once a term and will be chaired by the Lead Teacher (Equality and Diversity). The Committee will involve staff from all areas of college and will:

- raise the profile of equality and diversity within Holy Cross College, promoting a culture of equality and inclusivity.
- support the Deputy Principal in setting targets for equality and diversity and in working towards their achievement.
- report on equality and diversity to the Core Leadership Team and Governing Body

6.2 The role of the Equality and Diversity Co-ordinator will be to:

- chair the Equality and Diversity committee
- monitor, in conjunction with the Deputy Principal, equality assurance issues and targets set by CLT
- be responsible for raising the profile of equality assurance issues throughout the college
- support the Deputy Principal in reviewing the policy annually, and making proposals either for modifications to the policy and/or related issues, in the light of experience or changing legislation.
- organise training, in conjunction with the HR Manager in relation to equality and diversity issues

6.3 We will publish annual reports of progress against objectives and actions related to Equality and Diversity identified via self-assessment. An annual monitoring report of staff and student data will be compiled as part of the Equality and Diversity report.

6.4 A report on progress of the Single Equality Scheme and associated action plan will be presented annually to the Governing Body.

6.5 The Scheme will be reviewed every three years, or earlier in the event of any changes to legislation, and progress reviewed termly by the Equality and Diversity Co-ordinator, the Core Leadership Team, and the Quality and Standards Committee of the Governing Body.

7. RESPONSIBILITIES

7.1 Promoting equality and preventing discrimination is the responsibility of each member of staff. This Scheme outlines the roles and responsibilities of everyone involved and connected with the College, so that each individual knows what is expected of them.

7.2 ***All staff are responsible for:***

- acting as role models, demonstrating behaviour that is in accordance with the College's mission and ethos,
- responding appropriately if they witness any discriminatory behaviour, challenging inappropriate language and behaviour, tackling bias and stereotyping, and reporting any incidents as appropriate;
- highlighting any staff training or development that they require to carry out the above role and responsibilities.

7.3 **Teaching staff are specifically responsible for:**

- promoting an inclusive curriculum
- ensuring that lesson plans, lesson content and teaching and learning resources demonstrate sensitively to issues of equality and diversity;

7.4 **Governors are responsible for:**

- ensuring that the College's Strategic Plan includes a commitment to equality and diversity
- maintaining awareness of the Governing Body's statutory responsibilities in relation to Equality legislation
- monitoring the implementation of the Scheme and Action Plan and responding to information received
- identifying a named governor who takes on the responsibility for equality and diversity.

7.5 **Managers are responsible for:**

- taking a lead in creating a positive, inclusive ethos that reflects the College's mission
- taking appropriate action into address inappropriate behaviours on the part of staff or students;
- ensuring that they are aware of the College's statutory duties in relation to equality legislation;
- ensuring that the College's policies and practices are sensitive to equality issues
- analysing information to monitor the progress of different equality groups and the impact on them of College practices, taking action to address any issues identified

8. **BREACHES AND COMPLAINTS**

8.1 Breaches of the Single Equality Scheme will be dealt with under staff or student disciplinary procedures as applicable.

8.2 When dealing with complaints, the College will:-

- Preserve, as far as possible, the confidentiality of the complainant.
- Respond promptly (within one working week).
- Ensure the complainants have the right to representation and the right to appeal.
- Protect individuals from malicious or unwarranted complaints.
- Monitor of and report on all complaints or grievances made by students or staff.

8.3 Students should follow the complaints procedure and contact their Personal Progress Tutor, who must record this information and forward it to The Assistant Principal (Curriculum, Assessment and operations).

8.4 Staff should refer to the Grievance Procedure. The HR Department would be the first point of call in such instances.

8.5 Parents/carers should feel free to contact their son/daughter's Personal Progress Tutor or can write to: The Principal, Holy Cross College, Manchester Road, Bury.

9. **PUBLISHING THE SCHEME**

Our commitment to Equality and Diversity will be highlighted in our prospectus and in our Strategic Plan. We will make the scheme available on our website and intranet. Printed copies are available on request. Alternative formats are also available on request.