



## St Teresa's Catholic Academy Equality Scheme

### Introduction

In line with our Vision statement, we respect the equal human rights of all our pupils, staff, governors, parents/carers and members of our school community. We promote equality through our curriculum, classroom activities, induction programmes and school policies.

We comply with relevant legislation. We do not tolerate discrimination against race, disability, gender, age or sexual orientation. Our Admissions Policy gives preference to children of Catholic and Christian families in a way that is clearly set out in that policy. We are required to appoint practising Catholics to the posts of Head teacher and Deputy Head teacher. Subject to that, the school welcomes the diversity brought to the school by children of families of other faiths and people of good will.

### Responsibilities

The Governors are responsible for:

- Ensuring the school complies with the relevant equality legislation
- Ensuring the school Equality Scheme and its procedures are followed

The Headteacher is responsible for:

- Ensuring the school Equality Scheme and its procedures are followed
- Ensuring the race, disability and gender equality plans are readily available and that the governors, staff, pupils and parents/carers know about them
- Producing regular information for staff and governors about the plans and how they are working
- Ensuring all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination, including bullying related to race, sexuality, gender or disability

All staff are responsible for:

- Dealing with bullying related to race, sexuality, gender or disability, or any other hate-incidents
- Being able to recognise and tackle bias and stereotyping
- Promoting equal opportunities and good race relations
- Avoiding discrimination against anyone for reasons of ethnicity, disability or gender
- Keeping up-to-date with the law on discrimination

### **The Headteacher is responsible overall for dealing with reports of hate incidents**

Visitors and contractors are responsible for knowing and following the school Equality Scheme.

