

EQUAL OPPORTUNITIES POLICY

The Second Vatican Council clearly reiterated what has always been fundamental to catholic belief and teaching – namely the basic equality between all human beings:

“All human beings are endowed with a rational soul and are created in God’s image; they have the same nature and origin and, being redeemed by Christ, they enjoy the same divine calling and destiny ... forms of social or cultural discrimination in basic personal rights on the grounds of sex, race, colour, social conditions, language or religion, must be curbed and eradicated as incompatible with God’s design.”

(Gaudium et Spes 29)

St. Peter’s School values the needs and contributions of all its members equally and is determined to provide equal opportunities for all pupils and all staff, so that each individual may develop to his or her full human potential and The School community may be enriched by the talents of all.

Aims

- To eliminate discrimination;
- To encourage and promote equal opportunities initiatives;
- To develop mutual respect between individuals;
- To encourage good inter-personal relationships;
- To challenge traditional stereotypes;
- To ensure equal curricular and cross-curricular opportunity;
- To ensure equal access to all benefits, facilities and services;
- To ensure that the accepted codes of behaviour apply equally to all individuals;
- To ensure all partners in the education process – L.E.A., Governors, staff, pupils and parents – work together to achieve these aims;
- To develop a positive ethos in the School towards equal opportunity.

Pupil/Student entitlement

Staff will strive to promote justice and equality of opportunity in all aspects of curriculum. In particular, we shall ensure that there is no discrimination against any individual pupil, or groups of pupils, in any of the following:

- Admission to the School;
- Access to the curriculum;
- Access to resources and equipment;
- Pupil grouping;
- Teaching and learning styles;
- Option/Careers choice;
- Religious, cultural or physical needs;
- Assessment and testing;
- Language and learning
- Application of sanctions.

Monitoring and Evaluation

Progress in the above areas will be reviewed at departmental, school and Governor level:

- School Development Plan
- Performance Management
- Monitoring of examination results
- Feedback from students/pupils via School Council/Sixth Form Council/questionnaires
- Staff and Departmental meetings
- Departmental visitations
- Governors’ curriculum oversight.

Staff Entitlement

The Governors of St. Peter's School are committed to fostering justice and equality of opportunity in discharging their responsibilities towards staff. They will ensure that there is no discrimination against any individual member of staff, in any of the following:

- Advertising of posts;
- Appointment procedures;
- Interview techniques;
- Promotion opportunities;
- In-service training
- Performance Management procedures;
- Complaints of discrimination, victimisation and harassment;
- Operation of the disciplinary procedures.

Monitoring and Evaluation

Progress in monitoring these objectives will be effected at school level by the Headteacher and Deputy Headteacher through their analysis of staff deployment and their regular meetings with the union representatives. At Governor level, it will be done by the Staffing Committee.