

## ST JAMES' CATHOLIC HIGH SCHOOL - EQUALITY POLICY NOVEMBER 2011

This school will provide training to key staff on The Equality Act 2010. The Act protects people from discrimination on the grounds of

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
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Whether they are former pupils, current pupils, prospective pupils, visitors or staff.

The Act also protects people from harassment and victimization.

Training to staff will outline the main points of the Act. In addition, further information is available to staff, on the school's computer system.

The school has completed a disability access audit and is currently preparing an action plan based on its findings.

The school will publish data in December 2011 (and at least annually after that), as per the requirements of the Public Sector Equality Duty. This data will set out how the school is meeting the General Public Sector Equality Duty to:

- "Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not."

By April 2012 the school will also publish equality objectives, as per the requirements of the Public Sector equality Duty.

Complaints procedure: if anybody wishes to make a complaint in relation to this policy they should follow the school's complaints policy which is published on the schools website.