

## EQUALITY OBJECTIVES 2023-2027

This policy adheres to and should be applied with due consideration to the College's commitment to the Framework for Ethical Leadership in Education.

### Mission Statement

Our mission inspired by the Christian tradition is to be a community based on faith, hope and love; developing each individual intellectually, emotionally and spiritually to achieve their full potential.

To achieve this we will:

- Provide a welcoming, supportive community where everyone is valued.
- Provide a high quality, meaningful education which encourages the development of the whole person, inspired by the Notre Dame tradition.
- Promote a caring environment, rooted in the virtues of service, kindness, gratitude and respect.
- Work together for the benefit of each person as well as the wider community.
- Recognise, celebrate and treasure, without exception, the unique gifts and dignity of each person, ensuring equality and fairness for all, as found in the teaching and example of Our Lord Jesus Christ.

Version	2
Author	Deputy Principal
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Review interval	4 Years
Previous review date	December 2019
Policy to be reviewed by or before	November 2027

Equality, Diversity and Inclusion are central to Notre Dame Catholic Sixth Form College's values and ethos. The College's equality objectives help to ensure that Equality, Diversity and Inclusion are placed at the heart of policies and procedures and are considered as part of the decision-making process. The four-year objectives focus on the key issue facing the College today and those that will have the greatest impact on students, staff and external stakeholders.

As a publicly funded body, Notre Dame Catholic Sixth Form College must comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011. This means we are required to:

- publish details of how the College complies with the public sector equality duty and update this annually
- publish the College's equality objectives and update this at least once every 4 years

**Our Equality, Diversity and Inclusion aims over the next four years:**

- Create, sustain and celebrate an inclusive and diverse college community
- Advocate for equality of opportunity and commitment to maximise personal potential
- Maintain and further develop an awareness of equality and diversity issues among all staff, students, governors, visitors, parents and carers and other relevant stakeholders
- Proactively work to eliminate discriminatory practices, and all forms of harassment and victimisation
- Ensure recruitment and application processes for staff and students ensure any reasonable adjustment are made when required.
- Monitor the value added for all groups of students, so ethnicity, gender, SEND and socially disadvantaged students achieve outstanding outcomes and progression
- PTE and tutorial programmes to continue to provide safe opportunities to raise awareness and discuss a range of equality and diversity issues in a safe place
- Provide an enrichment programme that is open to all students.
- Monitor these objectives and progress through the Colleges Quality Assurance cycle.
- Report on the progress against objectives through the annual HR report and EDI SAR.