



## Equality and Diversity Statement

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Status	New Document - Draft	Board Approval	TBC

### Signed by Headteachers:

Name	Sign
C. Clinton	<i>C. Clinton</i>
M. Parker	<i>M. Parker</i>
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M. Ashley	<i>M. Ashley</i>
A. Norris	<i>A. Norris</i>
R. Girling	<i>R. A. Girling</i>

# Equality, Diversity & Inclusion

## Introduction

St Teresa of Calcutta Multi Academy Company is committed to encouraging equality, diversity, and inclusion across all stakeholders.

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. The Multi Academy Company is also committed to ensuring there is no unlawful discrimination of pupils and the public. The aim is for our staff to be truly representative of all sections of society and for every member of staff to feel respected and able to give their best.

As a Catholic Multi Academy, we are committed to ensuring that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of Multi Academy Company and school life.

Any allegations of harassment and complaints around equality will be dealt with in an open and supportive manner in accordance with the STOC MAC Grievance Policy.

## Discrimination

We will ensure that we do not discriminate against staff, job applicants, pupils (including during the admissions process), governors and parents on the basis of their protected characteristics, ie age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation, or on any other basis.

We do this by:

- Demonstrating visible leadership and accountability at all levels.
- Working in partnership with our current and prospective staff, students and their families as well as all other stakeholders.
- Embedding equality in all that we do, in our culture and our curriculum.

We recognise, and take very seriously, our public sector equality duty to have due regard to:

- the need to eliminate discrimination.
- advance equality of opportunity.
- foster good relations between different groups.

As a Multi Academy comprising of schools designated with a religious character and recognised as such by the Secretary of State for Education, we are governed by the [Bishops' Memorandum on Appointment of Staff in Catholic Schools](#), requiring us to appoint Catholic staff to protected positions. The Board of Directors, as the employers of staff, have a duty to ensure that the Catholic character of all MAC schools is maintained and developed. The Bishops' expect that Governing Bodies will employ Catholic teachers who combine personal conviction and practice of the faith with the required professional qualifications and experience, in order to ensure this.

As a Multi Academy comprising of schools designated with a religious character and recognised as such by the Secretary of State for Education, we are subject to the requirements of the Archbishop of Birmingham (through the Diocesan Trustees). This requires our schools to give priority to Catholic children in the admissions process where there is oversubscription for place.

### Equality and Diversity

We believe in the benefits of a diverse workforce (which includes a representative governing body) for our pupils/students, their parents and the wider school/college community. We have taken/are taking the following steps to facilitate the appointment of as diverse a group of workers as possible:

- Our application forms and candidate information packs are available electronically and in hard copy.
- Where appropriate, we will address under representation within our workforce by including welcoming and encouraging statements in our job advertisements.
- Job advertisements will be placed in such places and publications as to seek to increase applications from groups currently underrepresented within the workforce.
- We will encourage the employment agencies we engage to draw supply staff from as diverse a pool of workers as possible. Equal opportunities in recruitment and selection training will be a requirement before staff are asked to undertake this role.

To ensure that we are meeting our public sector equality duty, we will monitor the impact of our workplace policies on staff. Where we have a duty to publish information relating to the protected characteristics of our staff, we will do so on an annual basis. (Gender Gap Pay Report published by the end of March).

### Monitoring and Review

We will ensure that robust and effective procedures are in place for reporting, recording, responding to and monitoring incidents of discrimination or harassment relating to staff and pupils/students.

In relation to new policies and practices, we commit always to seek engagement and meaningful consultation with relevant staff unions and to involve union representatives in assessing the impact of proposed policies and practices on staff members who may be disadvantaged because of their particular characteristic.

### Training

Regular training on equality and the processes in the Holy Spirit MAC to eliminate discrimination, to advance equality and to foster good relations between different groups will be provided to staff at all levels.

Signed by CSEL CEO:



Signed by Chair of MAC Board :

