

St Martin-in-the-Fields High School for Girls

A CHURCH OF ENGLAND ACADEMY
Service Compassion Justice Perseverance



EQUALITY INFORMATION

Approved: March 2021
Date to be reviewed: March 2022

ST MARTIN-IN-THE-FIELDS HIGH SCHOOL FOR GIRLS

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At St Martin's we are a family community built from Christian values. We believe, most importantly, that we belong to something much greater than ourselves – Christ is at the centre of our Church of England school community. In all that we do, we seek to show God's care for our students. We live, love and learn together. Students of all faiths and none are welcomed into our school family. We value, respect and celebrate all faiths and cultures because we are inspired by a welcoming, inclusive and loving God, seen in Jesus Christ and lived out through the Holy Spirit, alive in every person.

Our vision

A high achieving Christian Girls' School with a thriving mixed Sixth Form where excellence is exemplified and encouraged, ensuring an enriching educational experience where our students appreciate that learning is not a matter for school but for life and productive citizenship.

Our Mission

Inspired by our motto "Caritate et Disciplina" Our mission is to create a safe, caring, happy and inclusive community underpinned by our Christian values. We want our students to shine and grow together in faith and knowledge, developing their unique gifts and talents both in the classroom and in the wider life of the school and beyond.

We believe that reverence for God, respect for self, others and the environment is essential in today's society and we therefore dedicate our effort towards fostering these virtues. During their time at St Martin's, they will be empowered to fulfil their learning potential because they are **Hopeful, Enquiring, Respectful, Organised, Independent and Collaborative**. Our students will fulfil their academic potential, but more than this, they will develop the skills, competencies and personal qualities and characteristics that will help them to be successful in the future in whatever route they choose to take.

'Show yourself in all respects to be a model of good works, and in your teaching show integrity, dignity, and sound speech'

Titus 2: 7-8

St Martin's School Prayer

Dear God

We thank you for your love and your promise to be with us.

At school or work, at rest or play, help us to feel near to you and hear your voice.

Guide each one of us to be like St Martin by always showing respect, encouraging one another and serving our community.

Help me to be aware of my talents, be independent, enquiring and hopeful for the future.

Amen

Inspired by St Martin's Original School Prayer

We nurture. We develop. We educate. We are St Martin's.

Introduction

St Martin-in-the-Fields High School for Girls is a Christian school whose ethos is based on high expectations and value for the individual. We provide an education that enables our young people to fulfil their God-given potential regardless of gender, disability or ethnicity.

Inclusion is central to our ethos and therefore we strive to create an atmosphere which enables every member of the community to play a full part and feel valued. The use of data is embedded into the policy and practices which enables us to raise standards and ensure inclusive teaching for all groups.

St Martin's is an inner-city comprehensive school with wide social diversity. We recognise that many of our students will face barriers to their learning such as poverty, social and cultural deprivation and prejudice and discrimination. We will seek to eliminate any unlawful discrimination.

St Martin's recognises that diversity is a strength of our school and this is reflected within the composition of the staff at all levels. We recognise the contribution to the community that all groups make regardless of their gender, sexual orientation, ethnicity and religion. We take seriously our responsibility to eliminate discrimination and harassment in our employment practice and adhere to our legal duties.

Legislative Context

The **Equality Act 2010** ('the Act') provides a framework to support our commitment to celebrating our diversity, tackling discrimination, promoting equality and fostering good relationships throughout our community.

It now forms the basis of equality law in England and seeks to streamline and consolidate anti-discrimination legislation and strengthen the law to support progress on equality.

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race / Ethnicity
- Religion or belief
- Gender
- Sexual orientation

St. Martin's recognises that it has the same general duties under the Act as apply to everyone. It also has duties as an employer, a public authority and as an education provider. However, the protected characteristics of 'age' and 'marriage and civil partnership' do not apply in relation to its duties as an education provider, which are set out in Part 6 of the Act.

The Act places on St. Martin's the **General Equality Duty** to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share one or more of the protected characteristics and those who do not
- Foster good relations between those who share one or more of the protected characteristics and those who do not

In addition Regulations place on St. Martin's **specific duties** to:

- Publish information (primarily on its website) to demonstrate how it is complying with the General Equality Duty
- Prepare and publish equality objectives

How we comply with the General Equality Duty

We comply with the General Equality Duty through:

Our Ethos and Values

- We provide excellent teaching from 11 – 19 based on high expectations and the identification of gifts, talents and needs so that each student fulfils their God-given potential.
- We pursue excellence in all areas of school life by promoting and celebrating all forms of achievement at all levels.
- We provide a safe and secure environment where teachers and students can work together in a climate of mutual respect.
- We promote good relationships within the whole of the St Martin's community based on mutual respect and value for individuals.
- We remove barriers to higher education and life opportunities by offering a wide range of extra-curricular activities leading to the development of cultural and social capital.
- We promote an awareness of human potential in society.
- We prepare students for the opportunities and responsibilities of adult life.

Our Policies, Practices and Decisions

- We have developed policies which tackle various equality issues such as behaviour, bullying, equal opportunities, hospitality for those of other faiths and race equality ('equality and diversity policies').
- We are committed to considering equality implications before and at the time that all policies and practices are developed and reviewed.
- We are committed to considering equality implications before decisions are made that could impact on those with a protected characteristic.

Our Curriculum

- We provide an inclusive curriculum which acknowledges and respects the achievements and contribution of diverse individuals, including those with protected characteristics.
- We reinforce that curriculum through school assemblies.

The School's Physical Environment

- We announce the school's values and its diversity through displays and through exhibitions of students' work.
- Within the limitations of the older parts of the school building we do whatever is possible to ensure the environment is accessible. In our new buildings we have made full provision for accessibility for all.

Our Staff

- We monitor the recruitment and professional development of staff in relation to the protected characteristics.

Our Parents

- We provide various forums in which parents can meet with appropriate staff in a welcoming and accessible environment.
- For parents with special needs we make every effort to accommodate their accessibility both to the school buildings and to information regarding their child's education.

Equality Objectives

St Martin's will publish equality objectives at least once every four years, via its website. These will be included in the school's Improvement Plan within which they will have clear targets and time scales for monitoring and review.

Responsibilities and implementation

The **Governing Body** is responsible for ensuring that St Martin's meets its legal responsibilities with regard to Equality and Diversity legislation.

The **Senior Leadership Team** is responsible for:

- Giving a consistent and high profile lead on equality and diversity
- Promoting equality of opportunity both inside and within the wider community of St Martin's
- Ensuring the implementation of equality and diversity policies and the equality objectives
- Reporting annually to the Governing Body

Subject/Year leaders are responsible for:

- Putting the equality and diversity policies and equality objectives into practice
- Ensuring all staff know their responsibilities

All staff are responsible for:

- Promoting equality and avoiding unfair discrimination
- Challenging incidents of stereotyping and unfair discrimination perpetrated by either staff or students
- Keeping up to date with equality law and participating in training

Students are responsible for:

- Respecting others in their language culture and actions
- Challenging incidents of stereotyping and unfair discrimination
- Adhering to all St Martin's equality and diversity policies

Parents and carers are responsible for:

- Behaving in ways which demonstrate respect for others
- Avoiding language, culture or actions which might cause offence to others

- Playing their part in creating a positive environment within St Martin's

Complaints under the Act

St. Martin's takes its duties under the Act seriously. Any complaint of discrimination, harassment or victimisation should be raised through the procedure for parental or staff complaints (if appropriate). In all other cases please write to the Headteacher, care of the school.

Review and Publication

This information will be reviewed annually by the Governing Body.

The published information will be updated at least annually and the equality objectives will be published at least once every four years.