



ST. JOSEPH'S COLLEGE  
READING • BERKSHIRE

## **Equal Opportunities Policy for Pupils**

This policy relates to all sections of St Joseph's College, including the Early Years Foundation Stage.

Promoting equal opportunities is fundamental to the aims and ethos of St Joseph's College. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued and can flourish.

St Joseph's College is committed to equal treatment for all, regardless of an individual's sex, race, ethnicity, linguistic background, religion, belief, SEN, disability, sexual orientation, gender reassignment, pregnancy and maternity, cultural or social background. Although St Joseph's College is a Catholic school, it does not select for entry on the basis of religious belief. We are an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing. Every application will be considered on its merits within the College's criteria for selection on grounds of the pupil's ability and aptitude, but this will not be done as a way of excluding pupils with a disability or special educational needs.

Bursaries are offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for bursaries can be found on our website or obtained from the bursar's office.

### **Curriculum**

St Joseph's College, as part of the Catholic community, is in a position to promote harmony by preaching the principles of Christ's gospel and observing them in the daily life of the College.

All pupils who are admitted to the College, and their families, must be fully aware of the aims and objectives of the College and undertake to support them. This requirement must be considered in the light of the prescription of the law and incorporated in the criteria for admissions.

The Head, Deputy Head Prep, the Senior, College and middle leadership teams play an active role in monitoring the implementation of St Joseph's College policy on equal opportunities. Use is made of assemblies, PSHEE, RE, Drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents promptly and in a sensitive manner.



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Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training. Teaching and support staff attend regular INSET sessions on the subject.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

### **Marketing**

Publicity and marketing will recognise the College commitment to Equal Opportunities and will make use of a variety of advertising methods and referral sources. The College will ensure that its advertising and marketing encourage all individuals to apply and participate in school activities regardless of age, sex, race, ethnicity, linguistic background, religion, belief, SEN, disability, sexual orientation, gender reassignment, pregnancy and maternity, cultural or social background.

### **Monitoring/Evaluation**

This policy will be seen to have the active support of management at all levels. The overall responsibility for the implementation will rest with the Senior Leadership Team.

- The policy will be clearly stated and made known to all employees and pupils.
- The policy will be kept under review and will be evaluated at least annually.
- An analysis of incidents will be undertaken with a view to informing or amending practices or procedures.
- Where discrimination has been found to have taken place those involved will be monitored to ensure there is no repetition.

### **Provision of Information**

The College wants to create an ethos which enables each pupil to maximise his or her abilities. The College therefore welcomes and encourages an open and frank exchange of information between staff, parents and pupils about the disability of any pupil or any concerns about harassment or discrimination of any pupil.

New parents in particular are encouraged to provide as much information as possible about a disabled pupil. The College is happy to accept such information on a confidential basis if necessary.