



ST. JOSEPH'S COLLEGE
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Equal Opportunities Policy for Pupils

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| Policy Owner Head | Associated documents | Legal Framework Equality Act 2010 |
| Review by SLT | Review frequency Annual | Next Reviewed date October 2026 |



Equal Opportunities Policy for Pupils

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

St Joseph's College is committed to the equal treatment of all, regardless of sex, race, ethnicity, linguistic background, religion or belief, special educational needs (SEN), disability, sexual orientation, gender identity, pregnancy or maternity status, or cultural and social background.

Promoting equal opportunities is central to the aims and ethos of St Joseph's College. As part of the Catholic community, the College is uniquely positioned to foster harmony by living out the principles of Christ's gospel—respect for all individuals and a commitment to justice and compassion in daily life.

We welcome applications from pupils of all backgrounds. Diversity enriches our community and plays a vital role in preparing pupils for life in a global society. Our focus is on educating the individual and creating a welcoming, inclusive environment where every pupil feels valued and can thrive.

Although St Joseph's College is a Catholic school, admission is not based on religious belief. As an academically selective institution, we believe that a broad range of cultural experiences enhances the educational journey. Each application is considered on its individual merits, in line with the College's selection criteria based on ability and aptitude.

To support access, means-tested financial assistance is available to help eligible pupils attend the College. Full details of this provision are available on our website.

A successful equal opportunities policy relies on the active support of parents and guardians, and their full acceptance of the College's ethos of tolerance and respect. All pupils and their families must understand and support the aims and values of the College. This expectation is aligned with legal requirements and forms part of our admissions criteria.

The Head, along with the Senior Leadership Team and other leadership groups, plays an active role in monitoring the implementation of this policy.

Harassment in any form is unlawful and unacceptable. Our behaviour and anti-bullying policies outline clear procedures for addressing discrimination. All staff receive training on anti-discrimination practices, including unconscious bias, and participate in regular INSET sessions to reinforce these principles.



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Education

The College integrates its values of equality, diversity, and inclusion across the curriculum and wider school life. Celebrations of the Word, assemblies, PSHEE, RE, Drama, English, History, and other subjects are used to share our ethos and guiding principles with pupils.

We aim to:

- Promote mutual respect and tolerance within the school community.
- Provide positive images and role models to challenge prejudice and raise awareness of equality-related issues.
- Encourage open-mindedness and appreciation of the contributions made by different cultures and communities.
- Raise awareness of both conscious and unconscious bias.
- Educate pupils on the impact of offensive language and behaviour, and how such incidents are addressed.
- Ensure that any incidents are dealt with promptly, sensitively, and in line with our values.

To support pupil engagement, the College has a dedicated Student Voice Committee for Equality, Diversity and Inclusion, which provides a platform for pupils to share their thoughts, concerns, and ideas. This helps us celebrate our diverse community and promote inclusive behaviour throughout the school.

Marketing and Publicity

The College is committed to promoting its values of equality, diversity, and inclusion through all marketing and publicity materials. We use a range of advertising methods and referral sources to ensure our communications reach a broad and diverse audience. All marketing efforts will reflect the College's commitment to equal opportunities and actively encourage participation from individuals regardless of age, sex, race, ethnicity, linguistic background, religion or belief, special educational needs (SEN), disability, sexual orientation, gender identity, pregnancy or maternity status, and cultural or social background.

Monitoring and Evaluation

The College is committed to ensuring this policy is actively supported and implemented at all levels of leadership. The Senior Leadership Team holds overall responsibility for its implementation.

- The policy will be clearly communicated to all staff and pupils.
- It will be reviewed regularly and formally evaluated at least once a year.
- Incidents related to discrimination or harassment will be analysed to inform improvements in practices and procedures.
- Where discrimination is identified, appropriate action will be taken. This may include further training for those involved and ongoing monitoring to prevent recurrence.



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Provision of Information

The College is committed to fostering an inclusive environment where every pupil is supported to reach their full potential. We actively encourage open and honest communication between staff, parents, and pupils regarding any disabilities, concerns about harassment, or experiences of discrimination. This collaborative approach helps ensure that all pupils feel safe, respected, and valued within our community

We encourage all parents—especially those new to the College—to share relevant information about a pupil's disability so that appropriate support and accommodations can be provided. The College treats such information with sensitivity and is happy to receive it on a confidential basis where necessary.