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St. Teresa of Calcutta
Multi Academy Company

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St Teresa of Calcutta Multi-Academy Catholic Company

Equality Statement (Draft 1)

March 2021

The St Teresa of Calcutta Multi-Academy Catholic Company (MAC) is fully committed to equality. Our objective is to ensure that everyone is treated fairly and has equality of opportunity. At the foundation of our Catholic ethos are values of tolerance, love, respect and mutual understanding.

Our MACs inclusive ethos is underpinned by the following shared principles: We do not focus on 'what we are' but focus on 'who we are'. Our organisation celebrates shared characteristics and does not look to any perceived differences. Everyone in our community is unique, special and made in the image of God. We apply the theology of Catherine of Siena and use her metaphor of the reflection in the mirror. When we look in the mirror, we see the reflection of the nature of God. This is true of any societally labelled group or individual that is looking in the mirror. We are all inclusive and one family united in God's love and inspired by the Holy Spirit.

We try to make sure that our MAC is a safe and secure place for everyone. We do not tolerate unfair treatment or prejudices of any kind. We recognise that people have different needs and we understand that treating people equally does not always involve treating them all the same. When people face particular difficulties, our MAC responds to the context and provides the level of support required for each individual situation.

Our Academy currently has two equality objectives:

- 1) *To ensure that there is no performance gap in the attainment of youngsters who are disadvantaged and relation to those who are not. The definition of 'disadvantaged' is taken in the broadest sense to include poverty, emotional or physical well-being, family support or barriers to learning'.*
- 2) *To ensure that pupils and staff working in school and at home during this pandemic, have access to the same level of support and opportunities.*



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1) Legal framework:

- We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
- We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
- We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

2) Broad and Balanced Curriculum.

- Our MAC is committed to delivering a broad and balanced curriculum that celebrates all faiths, cultures and traditions.
- Our MAC explores beliefs such as humanism, agnosticism and atheism with full consideration and respect.
- All learners in school are treated equally and respected fully.
- Pupils are free to express their opinions and develop fully into their unique self, made in the image and likeness of God.
- Our MAC aims to remove all prejudices and barriers to equality.
- Our MAC schools invest heavily in the creation of Pastoral systems that support all young people, parents and members of the community.
- Our MAC delivers a full Personal, Social and Development Curriculum (PSD) and adheres to all expectations set out in the new statutory Sex and Relationships (SRE) framework.
- Our MAC fully celebrates diversity, inclusivity and is committed to supporting community cohesion.
- Our MAC consults and welcomes a wide range of views from parent and community stakeholders.



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Recruitment and Retention:

- We are committed to provide equal employment and retention opportunities irrespective of factors such as age, disability, gender, pregnancy or maternity, race, culture or sexual orientation.
- As a Catholic Company, we liaise with the Diocesan Education Service to appoint candidates into the protected positions of CSEL, Headteacher, Deputy Headteacher and Head of RE. Candidates applying for these positions must fulfil the criteria for a 'Definition of a Practicing Catholic' as set out in Church law.
- We are committed to equal opportunities in pay, with all conditions set out in the Academy's Pay Policy and that of individual schools.
- The Board of Directors and Local Governors are committed to providing equal opportunities when considering all appointments to the Board and to the Local Governing Body.

Roles and responsibilities:

- The Board of Directors is responsible for ensuring that the Multi- Academy Company complies with legislation, and that this policy and its related procedures and action plans are implemented.
- Local Governors are responsible for ensuring that school complies with legislation and that this policy and its related procedures and action plans are implemented.
- The Accounting Officer alongside a named member of the Board of Directors has a designated responsibility regarding the implementation of this policy.
- Each Headteacher across the Multi-Academy Catholic Company is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given regular and appropriate training and support where ; and for taking appropriate action in any cases of unlawful discrimination.
- This Equality Statement is reviewed annually and is a consistent feature of the MAC Development Plan.

Signed: *F McGarry*

(Chair of the Board)

Date: 18th March 2021