

Equality Statement and Objectives

The overall objective of The Saints Federation is to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The principles of this policy apply to all members of the extended school community – pupils, staff, governors, parents and community members. Partners and contractors are also expected to abide by the policy.

We will not tolerate less favourable treatment of anyone on the grounds of gender, race, disability, sexual orientation, age, and religion or belief. Through our school ethos, curriculum and community links, we will work towards:

- a common vision
- a sense of belonging for all
- similar life opportunities for all
- strong and positive relationships between different communities.

Through our Equal Opportunities policy, The Saints Federation school seeks to ensure that no member of the school community, or any person through their contact with the school, receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, trade union or political activities, socioeconomic background, where the person lives, or, spent convictions. Equality and Diversity is more than just meeting legal obligations, or targets.

It's about making a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of children and young people in our school.

- We will make sure that our employment practices are fair and promote equality.
- We will actively value the wide variety of lifestyles and cultures, locally and nationally.
- We will prepare children and young people for living in a diverse society with increasing global connections and controversial issues.
- We will ensure that the principles of this policy are reflected in all our policies, practices, procedures and services and are part of everything we do.

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