

St Dominic's Sixth Form College Public Sector Equality Duty Policy

St Dominic's is a Roman Catholic Sixth Form College committed to the personal and spiritual growth of all its members based on Christian values, academic excellence and high quality pastoral care.

To be read in conjunction with the Equality and Diversity Policy.

Equality objectives 2020-21

1. The RE programme which every student follows has been amended to include a programme of lessons to help foster good relations and celebrate diversity. The following Protected Characteristics are covered: disability, gender reassignment, marriage and civil partnerships, race, religion or belief, sex and sexual orientation. Age is not covered. The RE programme is reviewed and amended annually to meet the needs of legislation and society.
2. The Induction tutorials include an increased emphasis on Equality & Diversity and further E&D tutorials for both year groups have been in place since 2013. The following Protected Characteristics are covered: age, disability, gender reassignment, marriage and civil partnerships, race, religion or belief, sex and sexual orientation. These tutorials are reviewed and amended annually.

In January 2012 the College was awarded the Charter Mark from the United Kingdom Investor in Equality and Diversity UKIED.

We are delighted to report that St. Dominic's is above national benchmarks for success rates, achievement rates and retention in total, by gender and for all ethnic groups.

St. Dominic's has due regard for, and is very determined to implement the requirements of, the Equality Act 2010 which are to:

- eliminate discrimination, harassment and victimisation.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Law states that there are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Eliminate unlawful discrimination:

1. Staff recruitment: the College collects data on most of the protected characteristics as part of the application process for monitoring purposes.
2. Student recruitment: data is collected on application and is monitored. The College admits students in line with its admissions criteria which are reviewed annually.

Advance equality of opportunity:

1. Data is analysed in September to identify trends in success rates between different ethnic and gender groups.
2. We currently have an Equality & Diversity Committee which examines data on student achievement by groups, and puts forward ideas for the Quality Improvement Plan. The brief of the Committee includes the above as well as fostering good relations, advancing equality of opportunity, eliminating discrimination and monitoring College compliance with the law.
3. We have an LGBTQ+ student group which meets regularly. This is student led and is supported by the Assistant Principal: Student Services. Students can feedback to Assistant Principal: Student Services or to the Student Council where necessary.

Foster good relations:

1. Induction tutorials stress the importance of living together harmoniously.
2. Daily prayer: the first lesson of the day starts with a prayer which is often concerned with respecting others.
3. The RE programme, which every student follows, covers a wide range of issues which helps to foster good relations and celebrates diversity.
4. There is a plethora of charity works, cultural days, International Women's Day activities/lectures, BHM publicity and volunteering opportunities which help foster good relations.

Peter Jenks – Assistant Principal: Academic Support

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