



St Dominic's
Sixth Form College

Public Sector Equality Duty Policy

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Author	Assistant Principal
Available on	College Website

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.

The Mission of the College is to support all its students academically, spiritually, and personally and is committed to ensuring that St. Dominic's is an inclusive and safe space for each member of the community. As a public authority we take our duties and responsibilities seriously regarding equality, diversity and inclusion and act accordingly to ensure that all are treated fairly and without discrimination, upholding the Equality Act of 2010.

Implementation

St. Dominic's Sixth Form College 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:

Recruitment of staff and students.

- *The College follows its 'Safer Recruitment Policy' which has regard to the protected characteristics listed above. This enables the College to act with probity at all times and ensures there is no unlawful discrimination.*
- **Staff recruitment:** the College collects data on most of the protected characteristics as part of the application process for monitoring purposes.
- **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:

- Data is analysed in September to identify trends in success rates between different ethnic and gender groups.
- The College has an Equality & Diversity Committee which works collaboratively with senior and middle leaders and members of the student body to positively promote equality, diversity, and inclusion. The committee is chaired by an Assistant Principal with students and staff being active members, meeting once every half term.
- As a College, we have an LGBTQ+ student group which meets regularly. This is student led and is supported by an Assistant Principal. Students can feedback to an Assistant Principal or the Student Executive (Head Boy/Head Girl) where necessary.

Foster good relations:

The College, in line with its Mission, aims to foster good relations across the whole community and puts in place systems and processes to ensure these are maintained on a day-to-day basis. All students and staff have a role in fostering good relationship and to be kind and supportive of one another.