



# STONYHURST

AMDG

**Academic Year 2021-22**

CROSS CAMPUS EQUAL OPPORTUNITIES (PUPILS) POLICY	
Last Revised	May 2021
Revised By	<ul style="list-style-type: none"><li>College Deputy Head Pastoral</li><li>SMH Assistant Head Pastoral</li></ul>
Executive Lead	College Senior Deputy Head
Approval Body	The Executive Team
Date Approved	August 2021
Next Revision Due	May-June 2022
Persons Responsible for Next Revision	<ul style="list-style-type: none"><li>College Deputy Head Pastoral</li><li>SMH Senior Leadership Team</li></ul>
Policy Location(s)	<ul style="list-style-type: none"><li>ISI Portal</li><li>Stonyhurst Website</li><li>Teams Channel</li></ul>

If you would like to request a printed copy of a policy, please contact the Compliance Manager [j.mchugh@stonyhurst.ac.uk](mailto:j.mchugh@stonyhurst.ac.uk), the Headmaster's P.A. [r.taylor@stonyhurst.ac.uk](mailto:r.taylor@stonyhurst.ac.uk) or the SMH Headmaster's P.A. [t.ashton@stonyhurst.ac.uk](mailto:t.ashton@stonyhurst.ac.uk)

## **I. POLICY STATEMENT**

- 1.1. Stonyhurst (Stonyhurst College and Stonyhurst Saint Mary's Hall) is committed to ensuring equality. All pupils deserve and have the right to receive a fair, broad and balanced curriculum irrespective of: gender; race; religion and belief; cultural background; linguistic background; sexual orientation; gender reassignment; pregnancy and maternity; marriage and civil partnership status; SEN and disability.
- 1.2. Stonyhurst complies with the Equality Act 2010, encouraging and promoting respect for other people, paying particular regard to the protected characteristics set out in the Act. Stonyhurst aims to prepare students for living in a complex global and multi-cultural society.
- 1.3. As a Catholic school, faith may be taken into account in deciding admission, in accordance with our current admissions policy.
- 1.4. Stonyhurst is an equal opportunities employer and we have a separate policy which applies to staff and job applicants.

## **2. EQUAL OPPORTUNITIES**

2.1. To achieve equality of opportunity Stonyhurst makes best endeavours to:

- Provide a clear and transparent Admissions process. Stonyhurst actively seeks to promote a richly diverse pupil population
- Provide a broad and balanced curriculum with equal access to learning for all pupils appropriate to their individual needs and aspirations
- Place equal value on each student irrespective of: gender, pregnancy or maternity, race, religion and belief, cultural background, linguistic background, sexual orientation, gender reassignment, pregnancy and maternity; marriage and civil partnership status; SEN and disability
- Challenge unpleasant behaviour or language targeted at others based on differences and any discriminatory and/or inappropriate attitudes or racist views
- Foster positive attitudes towards all people through the celebration of difference and inclusion
- Promote cultural diversity as a positive advantage
- Promote justice, equality of opportunity and fair treatment for all
- Provide a safe and welcoming place for all pupils
- Enable pupils to acquire an appreciation and respect for their own and other cultures and religions
- Avoid any reinforcement of stereotypical views of groups within society
- Promote the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

- Encourage respect for democracy and support for the participation in the democratic process, including respect for the basis on which the law is made and applied in the United Kingdom
- Preclude the promotion of partisan political views in the teaching of any subject in the school
- Take such steps as are reasonably practicable to ensure that where political / socio political issues are brought to the attention of the pupil that they are offered in a balanced way with presentation of differing and/or opposing views
- Consult with pupils regularly about their experience through various pupil groups/councils and pupil surveys. Pupils are also encouraged to discuss any issues of concern, at any time, with their tutor.

### **3. RELATED POLICIES**

3.1. This policy should be read alongside the following other Stonyhurst College and Saint Mary's Hall Policies:

- Admissions Policy
- Safeguarding Policy
- Behaviour Policy
- Anti-bullying Policy
- SEND and EAL Policies
- Policy for the provision for pupils with particular religious, dietary, language or cultural needs
- Accessibility Policy and Plan
- Transgendered Pupils Policy
- Complaints Policy

### **4. BREACHES OF THIS POLICY**

Stonyhurst takes a strict approach to breaches of this policy. If you believe that you (if you are a pupil) or your child (if you are a parent or carer of a pupil) has suffered discrimination you can raise the matter through our complaints process. Complaints will be treated in confidence and investigated as appropriate.

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