

# ST JOHN LLOYD CATHOLIC COMPREHENSIVE SCHOOL

## *School Mission Statement*

***“Learning and Growing Together in Christ”***

***“As a Catholic School we aim to develop a Christian Community which believes in and affirms the dignity and value of the individual and encourages its members to develop their potential in terms of knowledge, understanding, spiritual, moral, cultural and physical awareness”.***

ST JOHN LLOYD  
CATHOLIC SCHOOL



## **EQUAL OPPORTUNITIES POLICY**

Reviewed by Governors OCTOBER 2023

## ***“Learning and Growing Together in Christ”***

Our Mission statement summarises everything we aim to achieve at this school. As a Catholic School we aim to be:

***"A Christian community which recognizes the dignity and value of the individual, and in which all members are encouraged to develop their potential in terms of knowledge, understanding, spiritual, moral, social and cultural awareness."***

The Mission Statement reinforces our commitment to providing a Catholic education which encourages all members of our community to respect each other regardless of age, gender, ethnic background, religious belief, culture, ability or social background, so that discrimination of any kind is clearly unacceptable at St. John Lloyd School.

We at St. John Lloyd School should seek to negate those covert or overt messages which constitute discrimination. Such messages may be seen in the context of administration, organization, institutional techniques, classroom interaction and use of language. Anything which helps to perpetuate stereotyping of any kind should be eradicated.

Our Equal Opportunities Policy emanates from an ethos which seeks to develop individual attitudes and perceptions in accordance with the Christian faith which, in the words of Pope John Paul II, will be "able to recognize and reject cultural countervalues which threaten human dignity and are therefore contrary to the Gospel." The Gospel leaves us in no doubt that our belief in its values must place us at the forefront of the movement for peace, justice and harmony.

### **To this end we recognize that:**

- All men and women are of equal importance in the sight of God and should therefore be equally accorded the respect and dignity due to the children of God.
- Diversity resulting from age, gender, racial and social origins, religion, culture and practice should be regarded as an enrichment of the total Catholic (Universal) community of the school, and not as creating any order of importance or esteem.
- All members of the school community, whatever their function, status or ability, shall be equally held in respect.
- Teachers and other employees who are not members of the Catholic Church give loyal and valued service to this Catholic school, and equality of opportunity will be at the forefront of all issues relating to staff in terms of professional and personal development, management training, attendance at courses, etc.
- The promotion system will be fair to all staff and based on rational principles, and criteria for promotion will be made explicit.
- Where vacancies exist, efforts will be made to recruit committed and practicing Catholics if possible, but age, sex, ethnic origin, disability, marital status etc shall

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not be a consideration in the recruitment of staff, but simply the matter of qualification, experience and suitability to the proper discharge of relevant duties.

- We take cognizance of the fact that St. John Lloyd School is a Catholic Foundation, and so certain key posts (Head, Deputy Head and Head of R.E.) will always be held by Practicing and committed Catholics.
- Students who are admitted to the school, and their families, will be made aware of the Ethos of this Catholic school, and should be supportive. This requirement must be considered in the light of the prescription of law.
- Every child will be held in equal esteem, and their individual needs are to be assessed and monitored in the light of their abilities, talents, previous and present experience, and their full and appropriate entitlement to educational and spiritual provision made available to them.
- Structures and Policies, including class and departmental attitudes and structures are to be reevaluated and reviewed in order to ensure that no individual adult or child is in any way subject to prejudice or discrimination in terms of their membership of the school community.

### **In order to achieve the above, we commit ourselves to:**

- Joining together frequently in Liturgical and paraliturgical celebrations and assemblies.
- Promulgating the principles of the Gospel and observing them in the conduct of the school.
- Ensuring that all students know they are respected and valued, and raising the self-esteem of all individuals
- Ensuring that written or spoken language is used in a way which does not assume stereotypes and which promotes self-esteem within the classroom
- Being alert to any incidence of racial or religious prejudice by pupils or others.
- Ensuring that teaching materials do not in themselves communicate racial or religious prejudice or attitudes.
- Encouraging pride in sharing national customs and practice.
- Ensuring that the whole curriculum is available to every pupil.
- Using materials available from different national and religious origins and histories to ensure an awareness of a whole-world inclusive curriculum.

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- Encouraging pupils to benefit from the culture and practice of other nations and religions.
- Involving ourselves in the work of charities which promote justice, respect and peace.
- Preparing pupils to take their place in a multi-cultural and multi-racial society.
- Ensuring that rewards and sanctions are applied irrespective of gender, race or religion.
- Organising the curriculum in such a way as to allow disabled pupils access to the full range of opportunities offered.
- Confirming the Christian message of equality of all in the sight of God and the obligation of all to support those who are weakest and most in need.

In formulating this policy, it is recognized that our intentions will sometimes be undermined when dealing with outside agencies. The Welsh Assembly Government, for example, requests information for statistical purposes which often lists boys separately from girls, while other legitimate agencies may request, from time to time, information on a racial basis. These situations, unfortunate as they are, should not preclude the school from pursuing the Policy outlined above.

This Policy is to be distributed to all staff and governors. It is to be implemented by all members of the school and it should permeate through all other policies. Parents will be made aware of this policy and it will be available to them on request.

The effectiveness of this policy will be reviewed annually by the leadership group and the governing body.

As far as possible, training will be made available to staff and governors.