

ST MICHAEL'S CATHOLIC GRAMMAR SCHOOL

EQUAL OPPORTUNITIES STATEMENT

Our commitment at St. Michael's to equality of opportunity arises out of our faith in the person and teachings of Jesus Christ.

"All men and women are of equal importance in the sight of God and should be equally accorded the respect and dignity to the children of God. It follows that the diversity resulting from age, gender, racial and social origins, culture and practice should be regarded as enriching the total Catholic community and not creating any order of esteem."

Diocese of Westminster Equal Opportunities Statement (extract).

- Our aim is the pursuit of excellence and fulfilment for all, through the delivery of high quality education within an environment which is secure and welcoming.
- We recognise that many members of our school community experience prejudice, discrimination and harassment, both within the school and outside, and we commit ourselves fully to challenging and seeking to defeat these, wherever they are met.
- We are a school which selects pupils primarily from Catholic families, on the basis of academic ability, and which requires that pupils and their families be fully aware and supportive of the aims and objectives of a Catholic school. Entry to the school is open to all who are eligible, regardless of ethnicity or social circumstance.
- No person should be recruited to the service of the school unless he or she is fully aware and supportive of the aims and objectives of the Church and of the school in seeking to implement them. It is appreciated that teachers and other employees who are not members of the Catholic Church give most loyal and valuable service to Catholic schools, nonetheless in the first instance every effort is made to recruit committed and practising Catholic teachers where vacancies exist.
- All pupils have access to a broad and balanced curriculum which enables them to achieve at the highest level of their abilities.
- Financial hardship should never be an obstacle to access to any area of the curriculum; nor should special medical needs, whether temporary or permanent.
- The School has formal procedures for dealing with bullying and other harassment, as well as sexist and racist behaviour.

- We are particularly anxious to encourage positive self-image and expectations and to combat gender stereotyping, especially in areas such as Science, I.T. and Careers Advice.
- By providing high quality education in a supportive setting, we wish to empower our pupils in a world which can be hostile.
- We also seek to foster knowledge of and respect for all races, religions and cultures, and to develop and give expression to a concern for the needs of others both within and outside the school.
- We are committed to a regular and open review of our equal opportunities practices. The Senior Management Team and the Heads of Department have particular roles here, but there is also a collective responsibility to work for equal opportunities which rests on all members of the school community: pupils, parents, teaching and support staff and governors.
- We are preparing our young people for life in a multicultural, multilingual world, in a world where traditional barriers, whether physical or cultural, should be rapidly eliminated. In full recognition of this, we reaffirm the Christian message that all are equal in the sight of God.

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