



St Monica's RC High School Equality Statement.

Our approach to equality is based on the following key principles

1. All the members of our school community are equally valued.
2. We acknowledge, respect and value difference and consider diversity to be a strength. We will take account of differences and strive to remove barriers and disadvantages which people may face, in relation to equality. We believe that diversity should be respected and celebrated by all those who learn, teach and visit our school.
3. We encourage and promote positive attitudes and relationships. We actively seek to encourage positive attitudes and mutual respect between groups and communities different from each other.
4. We seek to create a shared sense of belonging. We want all members of our school community to feel that sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.
6. We have the highest expectations of all of our children. We expect that all pupils are capable of making good progress and look to do all we can to help them achieve to their highest potential.
7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole of our school.