



St. John Paul II Multi Academy Company

Equality Statement and Objectives

Date of last review	1.3.23	Review period	Annual
Date of next review	March 2024	Owner	CSEL
Type of policy	Statutory - New Document Draft	CLWPB approval	1.3.23

Summary of changes	Date
New Document	20/12/21
Additions in response to BOD meeting December 2022:	26/2/23
<ol style="list-style-type: none"> 1. Addition of scripture to introduction, section 1, p.1. 2. Addition of para 2.4 to clarify position on appointment of staff 3. Addition of para 2.5 to clarify position on admissions 4. Addition of information regarding reporting on Gender pay gap in section 3. 	



1. Introduction

The St John Paul II Multi Academy Company is committed to promoting equality of opportunity for all staff and job applicants, and to avoiding unlawful discrimination in employment. Through our mission and aims as a Catholic Multi Academy, we aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment in accordance with Christ's teaching. Any allegations of harassment and complaints around equality will be dealt with in an open and supportive manner through the Multi Academy Grievance Policy and procedure.

Christ's vision for our Church is built on the principles of equality and diversity and is reflected in St Paul's Letter to the Galatians 3:28, where the apostle writes,

*"There is neither Jew nor Greek, slave nor free, male nor female, for you are all one in Christ Jesus."
Galatians 3:28.*

2. Discrimination and Equality

2.1 We will ensure that we do not discriminate against staff, job applicants (see 2.4), pupils (including during the admissions process – see 2.5), governors and parents on the basis of their protected characteristics, i.e. age, disability, gender

reassignment, marital or civil partner status, pregnancy or maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation, or on any other basis.

2.2 We will take every opportunity to make our curriculum content representative of equality issues and diversity.

2.3 We recognise, and take very seriously, our public sector equality duty to have due regard to:

- the need to eliminate discrimination;
- the advancement of equality of opportunity;
- fostering good relations between different groups.

2.4 As a Multi Academy comprising of schools designated with a religious character and recognised as such by the Secretary of State for Education, we are governed by the [Bishops' Memorandum on Appointment of Staff in Catholic Schools](#), requiring us to appoint Catholic staff to protected positions. The Board of Directors, as the employers of staff, have a duty to ensure that the Catholic character of all MAC schools is maintained and developed. The Bishops' expect that Governing Bodies will employ Catholic teachers who combine personal conviction and practice of the faith with the required professional qualifications and experience, in order to ensure this.

2.5 As a Multi Academy comprising of schools designated with a religious character and recognised as such by the Secretary of State for Education, we are subject to the requirements of the Archbishop of Birmingham (through the Diocesan Trustees). This requires our schools to give priority to Catholic children in the admissions process where there is oversubscription for places.

3. Equality and diversity in the workplace

3.1 We believe in the benefits of a diverse workforce for our pupils/students, their parents and the wider school and parish communities within the St John Paul II Multi Academy. We take the following steps to facilitate the appointment of as diverse a group of workers as possible:

- Our application forms and candidate information packs are available to download electronically in an accessible format.
- We address under representation within our workforce by including welcoming and encouraging statements in our job advertisements.
- Job advertisements are placed to seek to increase applications from groups currently under represented within the workforce.
- We encourage employment agencies to draw supply staff from as diverse a pool of workers as possible.
- Equal opportunities in recruitment and selection training is provided for all staff involved in recruitment.



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3.2 To ensure that we are meeting our public sector equality duty, we will monitor the impact of our workplace policies on staff.

3.3 Where we have a duty to publish information relating to the protected characteristics of our staff, we will do so on an annual basis (Gender Pay Gap Report published annually by the end of March).

4. Monitoring and review

4.1 We will ensure that robust and effective procedures are in place for reporting, recording, responding to and monitoring incidents of discrimination or harassment relating to staff and pupils/students.

4.2 In relation to new policies and practices, we commit always to seek engagement and meaningful consultation with the Staff Consultative Committee, relevant staff unions and to involve union representatives in assessing the impact of proposed policies and practices on staff members who may be disadvantaged because of their particular characteristic.

5. Training

Regular training on equality and the processes in the St John Paul II Multi Academy Company to eliminate discrimination, to advance equality and to foster good relations between different groups is provided to staff, governors and directors.