



Equal Opportunities Policy for Pupils

Policy Owner Head	Associated documents	Legal Framework
Review by SLT	Review frequency Annual	Next Reviewed date October 2025



Equal Opportunities Policy for Pupils

This policy relates to all sections of St Joseph's College, including the Early Years Foundation Stage.

Promoting equal opportunities is fundamental to the aims and ethos of St Joseph's College. St Joseph's College, as part of the Catholic community, is in a position to promote harmony by preaching the principles of Christ's gospel in terms of respect for all persons and observing them in the daily life of the College.

We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where everyone feels valued and can flourish.

St Joseph's College is committed to equal treatment for all, regardless of an individual's sex, race, ethnicity, linguistic background, religion, belief, SEN, disability, sexual orientation, gender reassignment, pregnancy and maternity, cultural or social background.

Although St Joseph's College is a Catholic school, it does not select for entry on the basis of religious belief. We are an academically selective school and we believe that the educational experience can only be enriched if children are exposed to as wide a range of cultural experiences as possible whilst they are developing. Every application will be considered on its merits within the College's criteria for selection on grounds of the pupil's ability and aptitude.

Means-tested financial assistance is offered in order to make it possible for as many as possible who meet the school's admission criteria to attend the school. Details of our provision for this assistance can be found on our website.

A successful equal opportunities policy requires strong and positive support from parents and guardians, and full acceptance of the school's ethos of tolerance and respect.

All pupils who are admitted to the College, and their families, must be fully aware of the aims and objectives of the College and undertake to support them. This requirement must be considered in the light of the prescription of the law and incorporated in the criteria for admissions.

The Head as well as the Senior, College and Middle leadership teams play an active role in monitoring the implementation of St Joseph's College policy on equal opportunities.



ST. JOSEPH'S COLLEGE
READING • BERKSHIRE

Harassment in all its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination. All our staff receive anti-discrimination training including issues related to unconscious bias. Teaching and support staff attend regular INSET sessions on the subject.

Education

Use is made of Celebrations of the Word, Assemblies, PSHEE, RE, Drama, English, History and other lessons to share our aims and ethos and guiding principles with students. Efforts are made to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Recognise conscious or unconscious bias.
- Understand why and how we will deal with offensive language and behaviour.
- Understand that the College will deal with any incidents promptly and in a sensitive manner.

There is a student voice committee dedicated to Equality, Diversity and Inclusion to capture any thoughts, concerns or ideas from the pupils to ensure that we are committed to celebrating our diverse community and promoting inclusive behaviour.

Marketing

Publicity and marketing will recognise the College commitment to Equal Opportunities and will make use of a variety of advertising methods and referral sources. The College will ensure that its advertising and marketing encourage all individuals to apply and participate in school activities regardless of age, sex, race, ethnicity, linguistic background, religion, belief, SEN, disability, sexual orientation, gender reassignment, pregnancy and maternity, cultural or social background.

Monitoring/Evaluation

This policy will be seen to have the active support of management at all levels. The overall responsibility for the implementation will rest with the Senior Leadership Team.

- The policy will be clearly stated and made known to all employees and pupils.
- The policy will be kept under review and will be evaluated at least annually.
- An analysis of incidents will be undertaken with a view to informing or amending practices or procedures.
- Where discrimination has been found to have taken place those involved will be monitored to ensure there is no repetition.



ST. JOSEPH'S COLLEGE
READING • BERKSHIRE

Provision of Information

The College wants to create an ethos which enables each pupil to maximise his or her abilities. The College therefore welcomes and encourages an open and frank exchange of information between staff, parents and pupils about the disability of any pupil or any concerns about harassment or discrimination of any pupil.

New parents in particular are encouraged to provide as much information as possible about a disabled pupil. The College is happy to accept such information on a confidential basis if necessary.