

THE LONDON ORATORY SCHOOL

EQUAL OPPORTUNITES POLICY



Approved by:

Governing Body

Last reviewed on:

August 2025

Next review due by:

August 2026

1. Equality Statement

The School is a Roman Catholic School which is committed to complying with the Public Sector Equality Duty, and aims to prepare its pupils to serve as witnesses to the moral and spiritual virtues proclaimed in the Gospel, and to be a place where the Gospel can thrive.

To this end, the School reserves the right to give preference to employing highly competent Catholic teachers and staff and in admitting Catholic pupils in accordance with its published admissions criteria

2. General Public Sector Equality Duty

In line with the Public Sector Equality Duty, the School has due regard to the need to:

- Eliminate discrimination and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who do share a protected characteristic and people who do not

3. Specific Equality Objectives

The Governing Body will review annually the information published under this policy, any steps The London Oratory School has specified the following Equality Objectives for 2024-27:

- A. To ensure that children with special educational needs and disabilities (SEND) pupils at the School make better academic progress than non-SEND pupils nationally
- B. To ensure that Pupil Premium (PP) pupils at the School make better academic progress than non-PP pupils nationally

Equality Information (progress in relation to the objectives to date):

- 2024 GCSE outcomes @ Progress 8 LOS SEND vs National non-SEND: 0.41 : 0.1
- 2024 GCSE outcomes @ Progress 8 LOS PP vs National non-PP: 0.24 : 0.17

4. Responsibilities

The Governing Body of the School is ultimately responsible for ensuring that the School complies with its obligations under the relevant legislation and with the commitments set out in this policy.

The Headmaster will be responsible for:

- ensuring that this policy is implemented;
- advising the Governing Body in relation to the fulfilment of the School's duties under the legislation and its commitments under this policy; and

- delegating to the appropriate member(s) of Senior Staff such reasonable tasks as relate to the facilitation or monitoring of the policy.

These could include, but are not limited to:

- making any necessary arrangements for teaching and non-teaching staff of the School to receive appropriate training in equality issues covered under the Equality Act 2010;
- ensuring that all new members of staff are made aware of the Staff Code of Conduct, which complies with the Public Sector Equality Duty;
- ensuring that pupils receive information (through the curriculum, pastoral system, religious education programme or directly) in relation to this policy and the School's commitment to it;
- monitoring complaints of unlawful discrimination made by members of staff and pupils. The results of such monitoring will be reported to the Headmaster;
- making recommendations to the Headmaster regarding general steps which should be taken by the School to promote the objects of this policy.

5. Assessing the impact of policies and procedures

Senior Staff are to lead on the implementation of the School's Equality Objectives and ensuring compliance with its obligations under the Equality Act 2010. Senior Staff will assess the impact on equality of all policies and strategies

The Headmaster may also authorise Senior Staff to undertake an Equality Impact Assessment of policies and practices, where deemed necessary.

6. Regular review

The Governing Body will review:

- The School's Equality Objectives every 4 years
- The School's Equality Information annually
- The overarching Equality Statement and implementation on an ongoing basis

Following such review, the Governing Body will consider any further actions which may be desirable in view of the School's duties under the legislation and its commitments under this document.

The Governing Body may delegate responsibility for reviewing the policy to a Committee of the Governing Body, in which case the Committee concerned will make a written report to the Governing Body for its consideration.

In reviewing the policy, the Governing Body or Committee will consult the Headmaster and consider and report on any recommendations made by him.

In establishing, implementing and assessing this policy, the School will have regard to its duty, as a public authority and within its ethos, to advance equality of opportunity and eliminate discrimination. The Governing Body will review the impact of this policy on

pupils with protected characteristics as part of its regular assessment of its public equality duty.

This policy should be read in conjunction with all other policies and not as a standalone policy, especially, but not limited to:

- Attendance Policy
- Special Education Needs and Disability Policy
- Supporting Pupils with Medical Needs Guidance
- Accessibility Plan
- Anti-bullying Policy
- Behaviour for Learning Policy
- Child Protection Policy
- Complaints Procedure
- Continuing Professional Development
- Curriculum Policy
- Staff Induction Procedure