



## **Xavier Equality Statement**

**Our mission is to provide an outstanding Catholic education for all the children in our schools. We will follow the example and teachings of Christ and everything we do will be inspired by Gospel values. We will strive for excellence in all areas of our work and cherish every child in our care.**

As Catholic schools we are totally committed to treating everyone with dignity and respect. The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 requires us to have due regard to the need to:

**Eliminate unlawful discrimination**

**Advance equality of opportunity**

**Foster good relations between people from different equality groups**

This is called the Public Sector Equality Duty and its purpose is to promote equality for all.

In brief, this means that as individual schools and as Xavier CET we must consciously think about these three aims as part of our decision making processes and pay due regard to equality issues within all our key policies, planning and performance management.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. Please refer to our Policies page on [www.Xaviercet.org.uk](http://www.Xaviercet.org.uk) for further information.

We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential

We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable. See our Behaviour Policy on the individual schools website for further information

Where appropriate, we will ensure that adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils.

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