

For all schools in the Bosco Catholic Education Trust

The Bosco Catholic Education Trust is a Christ-centred family of Catholic academies, within the Diocese of Arundel and Brighton, working together as one body to provide an outstanding education for all. As Catholic schools, we endeavour to develop confident, compassionate and faithful young people. Through partnership, collaboration and mutual support, we seek to enable all those entrusted to our care to become the person God called them to be.

This policy sets out Bosco's commitment to be an Education Trust that:

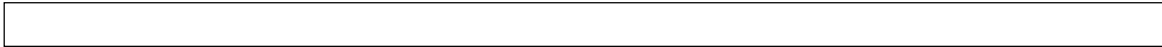
- Is free from discrimination and prejudice.

- Treats all people regardless of their sex or gender reassignment; marital status (including civil partnership); sexual orientation; the colour of their skin, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependents; trade union membership status and activity or political views/affiliations.



who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where stakeholders commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to a claim being brought against them as an individual, for example at an Employment Tribunal. The employee could also be liable to disciplinary action for a breach of the Trust's Code of Conduct, which could result in dismissal.



We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities.

We will ensure that our employment policies, practices and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews.

We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

We use West Sussex County Council for our consultation arrangements with a number of trade unions and professional associations and we abide by the outcomes agreed.

We will ensure that students are fully engaged with all aspects of the schools' activities:

Student councils will meet regularly, all views will be listened to in an open forum and any actions taken as necessary

Students have access to appropriate adults including class teachers, form tutors, year leaders, key stage leaders and safeguarding leads on a daily basis

All students will be treated individually, based on their and not on the colour of their skin, gender sex or gender reassignment, sexual orientation, language, ethnic or national origins and nationality (including citizenship); religious belief, disability and / or medical conditions, age; political views.

We will ensure that robust diversity-related data collection is undertaken to better understand our people, communities, and audiences.