

# DE LA SALLE COLLEGE



## EQUAL OPPORTUNITIES POLICY

***“THERE IS NEITHER JEW NOR GREEK, THERE IS NEITHER SLAVE NOR FREE, THERE IS NO MALE AND FEMALE, FOR YOU ARE ALL ONE IN CHRIST JESUS.”***

**GALATIANS 3:28**

Compiled by: The Head of College	Last Reviewed: June 2023
Policy Holder: Mr J. Turner	Revision date: June 2024
Oversight Governor: Michael Cutland	Verification date: Autumn 2023

## GENERAL PRINCIPLE

*“Every human being is made in the image of God... to love your neighbour as yourself is one of the two great fundamental commandments.”*

*Catholic Truth Society*

De La Salle College is committed to a policy of equality of opportunity in respect of all its members. Fundamental to its life as a College community is the belief that all individuals, regardless of age, gender, social or ethnic background, nationality, colour, religious affiliation, physical disability or sexual orientation are of equal value.

Equal Opportunities practice should be evident in

- the formal curriculum (the programme of lessons);
- the informal curriculum (extra-curricular activities); and
- the 'hidden' curriculum (the ethos of the College, the quality of personal relationships etc).

All members of the College should be aware of our equal opportunities policies. This includes pupils, teaching staff, education support staff, governors and parents. Any member of the College acting in a manner contrary to the spirit of the policy should be made aware of the unacceptable nature of his/her behaviour.

Equal opportunities issues should be seen as inter-related and as applying to all aspects of our College life.

## RACIAL AND CULTURAL DIVERSITY

*“Every human being created in the image of God is a person for whom Christ died. Racism is an assault on Christ’s values and a rejection of his sacrifice”*

**World Council of Churches.**

De La Salle College fully acknowledges its moral duty with regards to the **DISCRIMINATION (JERSEY) LAW 2013** (as related to the United Kingdom’s Race Relations Act, 1976, Section 1) to promote equality of opportunity and good relations between members of different racial groups and it positively welcomes any communal or educational opportunities afforded by the College’s cultural and religious diversity.

All members of the College (whether of the student body, teaching or support staff) deserve to be treated with dignity and respect and with a sensitive understanding of their religious, cultural and racial differences and of the consequences thereof.

We acknowledge that members of the College come from diverse cultural and racial backgrounds. We endeavour to foster an atmosphere of mutual respect in order to help to promote a College and a society in which there is cultural and racial harmony.

We recognise the inequalities of opportunity which exist within society for individuals and groups and are determined to take positive action to enable every individual to raise his/her self-esteem, expectations and performance so as to have wider choices in life.

We understand the need to be different without being excluded.

We value the history, experience and contribution of our multicultural community and seek to express this in the curriculum and life of our College. All members of our Lasallian community should feel that their language or dialect is valued and that bilingualism is regarded as advantageous. We try to counter negative, patronising and stereotyped views, a prime cause of prejudice is ignorance and misunderstanding.

The historic names of the Houses at De La Salle College provide an opportunity for us to educate pupils in the imperialistic and racist actions that characterised the spread of European and North American imperial ambitions. Rather than rename our Houses and expunge from our collective consciousness the racist and imperialist actions of our cultural past we determined to consult and listen to the voice of our community, the children, staff and the alumni. In consultation both qualitatively and quantitatively we determined to use the Historic House names as a means of raising awareness of lessons our modern British multi-cultural society must face by seeing the white, male, European/North American individuals who propagated an Imperialist and racist view to previous generations. The new generation of Lasallians must acknowledge the cultural imperialism and racism of our collective history, and challenge the unconscious bias and institutional racism that can result.

We will not tolerate racist behaviour in any form. We actively seek the involvement of our pupils' parents and inform them of our commitment to developing mutual respect.

Racially abusive language by students or staff will not be tolerated. If racial, religious or cultural elements are discovered to be present in incidents of bullying, these must be acknowledged and challenged. Racially abusive language by staff or students will be a matter for disciplinary action.

## RELIGIOUS DIVERSITY

***I have a dream that my four little children will one day live in a nation where they will not be judged by the colour of their skin, but by the sort of persons they are. I have a dream that one day...all God's children, black, white, Jews and Gentiles, Protestants and Catholics, will be able to join hands and sing in the words of the old negro spiritual, 'Free at last, free at last, thank God Almighty we are free at last!***

**Martin Luther King**

Mindful of our tradition within the Christian community of the British Isles and of the De La Salle Brotherhood, we are also fully committed to the fundamental ethical principles of:

- Consideration for others
- Awareness of the importance and celebration of each and every individual within the College community
- The need to respond generously to the needs of those less fortunate than ourselves.

College assemblies which can, at times, be taken by visiting religious leaders of various denominations and faiths, will cover themes of shared concern and are not biased in respect of any religion, denomination or gender.

We are happy for pupils to wear special forms of dress where these are an essential part of their religious or cultural background, for example Sikhs' turbans etc.

Just as cultural and religious diversity within the College community is to be valued, so it is important that the life and direction of individual religious groups should be supported within the context of De La Salle College.

## GENDER

***There is neither male nor female for you are all one in Christ Jesus.***

**St Paul's letter to the Galatians 3:28**

As a College, we accept that there are gender inequalities in our society which impose limits, particularly on the expectations and behaviour, of women. We constantly examine our curriculum, procedures and materials for gender bias or inequality.

We encourage pupils to be aware of the rigid sex stereotypes presented by, for example, the media. We try to ensure that our resources include non-sexist books which value the achievements of women as well as men.

We are committed to providing a curriculum which avoids unnecessary historical gender divisions.

## SEXUALITY

***God is Father and he does not disown any of his children. And “the style” of God is “closeness, mercy and tenderness.” Along this path you will find God.... God is close to and loves each and every one of his children. His heart is open to all. He is the Father.***

**Pope Francis**

Pope Francis states his belief that the Catholic Church should welcome everyone and not discriminate.

***It’s also a sin to lack charity with one another. Being homosexual is not a crime.***

**Pope Francis.**

As a College, we make no assumptions about the sexuality of any of our community.

In our curricula, sexuality is taught within the context of loving relationships. Whilst heterosexual relationships are the most common in our society, we acknowledge that a small but significant number of our pupils will develop a homosexual or bisexual orientation.

Discussion of homosexuality is therefore included (albeit briefly) in the RSE programme. In addition, pupils' questions are answered, as they arise, as honestly, factually and non-judgementally as possible.

Derogatory name-calling (of any sort) is unacceptable.

## LINKED POLICIES

- Admissions policy
- Behaviour policy
- Counter-bullying policy
- Careers Education & Guidance
- Curriculum policy
- Discipline policy for students
- English as an Additional Language policy
- Gifted and Talented policy
- Grievance policy
- Preventing Extremism and Radicalisation Policy
- PSHE & RSE Policy
- Recruitment & Employment of Ex Offenders Policy
- Safeguarding Policy
- Safer Recruitment in Education Policy
- Social Moral Spiritual & Cultural Policy
- Special Educational Needs Policy