

EQUALITY POLICY STATEMENT

XAVERIAN COLLEGE IS COMMITTED TO PROMOTING DIVERSITY AND PRACTISING EQUALITY OF OPPORTUNITY.

In accordance with the teachings of Jesus Christ and the Mission Statement of the College, the Governors of Xaverian College will take positive steps compatible with the Trust Deed and the resources of the College to promote diversity and equality of opportunity for everyone who becomes a member of the College community whether as an employee or as a member of the student body or who wishes to become so.

It is the aim of the College to recognise and promote the dignity and value of each individual, staff or student, as a member of the Xaverian community. The College also aims at all times, as part of its commitment to social justice, to treat all members of the College community with fairness and respect.

The Equality Policy aims to ensure that no group receives less favourable treatment by virtue of their skin colour, ethnic origin, gender, disability, age, social class, religious belief or sexuality. The College intends that all its members have equality of access to the provision of services, facilities, premises and employment. The College aims to promote diversity through a deeper understanding of our multicultural community and the wider local, national and global community of which we are a part. The College seeks to promote an inclusive and supportive learning community.

The College is committed to the promotion of an equality policy for its students and staff, in relation to recruitment, course allocation, academic progress and review, counselling, progression and support. No individual will be discriminated against on the grounds of any of the characteristics listed above.

In matters of employment the Governors will treat all job applications equally and ensure no applicant receives less favourable treatment than another on any of the grounds listed above. All persons appointed will be expected to actively support the College's Christian ethos. It is appropriate that the College maintains its distinct ethos as a Catholic Designated College. Therefore the following posts will be reserved for practising Catholics: Principal, Vice Principal and the Head of the Religious Education Department.

The College has detailed policies and procedures relating to the selection, and recruitment of employees. These aim to ensure there is no discrimination during any part of the staff selection process. Staff are trained in the implementation of these policies and procedures.

It is the responsibility of all staff and students to promote, abide by and uphold the College policy on equality. Evident breaches of this policy (e.g. any language or behaviour which is offensive to any individual or group) will be dealt with according to the appropriate disciplinary procedures for teaching staff, support staff and students as outlined in the relevant contracts, learning agreements and the Articles of Government of the College.

All members of the College commit themselves to the values of the College as expressed in its Mission Statement and are encouraged to see in their membership of the College community an opportunity to live and work together in the spirit of Jesus Christ who calls us to "love one another, as I have loved you", John 13:34.