



# **EQUALITY POLICY STATEMENT**

## **Including Equality Objectives**

**Blessed Edward Bamber Catholic Multi Academy Trust**

**VERSION: 1.0**  
**ADOPTED: SUMMER TERM 2025**  
**NEXT REVISION: SUMMER TERM 2029**



## Version Control

|                     |                        |
|---------------------|------------------------|
| Date of last review | N/A                    |
| Date of next review | Summer Term 2029       |
| Review period       | At least every 4 Years |
| Policy Status       | Trust Wide             |
| Owner               | CEO                    |
| Approver            | Full Board             |
| Version             | 1.0                    |

## Previous versions

| Version | Author | Date | Changes |
|---------|--------|------|---------|
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### PLEASE NOTE:

**WHERE THIS POLICY REFERS TO 'HEADTEACHER' THIS INCLUDES EXECUTIVE HEADTEACHERS AND INTERIM/ACTING HEADTEACHERS.**

This is a Trust-Wide Policy which applies to all academies within the Trust

## *Galatians 3:28*

*“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.”*

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## 1. Aims

In the Gospel according to Mark, Jesus Christ bestows upon his followers two unassailable truths:

*“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.” The second is this: “Love your neighbour as yourself.” There is no commandment greater than these.’ (Mark 12:30-31)*

Christ did not give any exceptions for this love of our neighbour, therefore any kind of prejudice or discriminatory behaviour is incompatible with our faith.

We recognise that certain groups in society have been disadvantaged because of discrimination they have faced. Despite progress, unfortunately prejudice still exists today both explicitly and implicitly, and many still face discrimination due to their religion, race, sex, disability, gender, marital status, sexual orientation or age.

Our collective Church teachings on human dignity and dignity in work give us a very clear instruction that our communities must not only stamp out prejudice wherever we find it but take positive steps to building a more equal society.

In The Blessed Edward Bamber Catholic Multi Academy Trust, schools must be positive working environments where all pupils and staff can flourish free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation.

Our vision, based on John 10:10, is for every adult, every child and every school in our Trust to come together in order that we may pursue life in all its fullness. We have a vision of building a better future for all within our schools, who in turn will positively impact their communities.

The Trust is committed to promoting equality in both employment and education provision. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and other stakeholders within the Trust community are treated fairly, and with dignity and respect regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

## 2. Legislation and Guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools
- This document also complies with our funding agreement and articles of association.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to the protected characteristics.

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation.

The Trust aims to meet its obligations under the **public sector equality duty** by having due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is 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 share a protected characteristic and people who do not share it.

Under the PSED, all public sector bodies are required to:

- Publish relevant information regarding our compliance with the duty.

The Trust decides which information is relevant and we can reference other information (either internal data or other publicly available data) without the need to reproduce it. This information must be published annually.

- Set and publish equality objectives.

Equality objectives are determined by the Trust, and then each school can shape their own bespoke objectives based on local circumstances. The objectives must be reviewed every four years. Equality objectives are developed into action plans within key Trust and school documents, most notably the Trust Improvement Plan and each School Improvement Plan.

### 3. Roles and Responsibilities

All directors, governors, staff, volunteers, students and their families need to develop an appropriate understanding of, and act in accordance with, the Trust's Equality & Diversity Policy and Public Sector Equality Duty.

The Board of Directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteachers and central team.

- Ensure that each school in the Trust has its own Equality Objectives as part of their School Improvement Plan which reflect its own context and priorities
- Ensure that this policy is reviewed and no individual or group in the schools have been disadvantaged by the policy and processes
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training.

Headteachers will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Work with their Local Governing Body to ensure that this statement, equality and diversity policy and action plans are implemented
- Ensure all staff, students and their parents/carers are consulted regarding, and are aware of the school's responsibilities to meet, the Equality Duty
- Ensure that curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities take account of the need to promote equality and diversity
- Deal with incidents of sexual, gender, racist, ageist, or disabled bullying or harassment are dealt with according to Behaviour policies, Anti-Bullying policies and the Code of Conduct for staff
- Monitor success in achieving their objectives and report back to their Local Governing Body and Directors.

Leaders will:

- Ensure that staff recruitment, training opportunities and conditions promote equality and diversity
- Assess existing and planned policies for the ways in which they impact on equality and diversity.

**All staff** have a responsibility to deal with incidents of harassment or bullying; help eliminate unlawful discrimination; prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents / carers) that take account of the need to eliminate unlawful discrimination and harassment and promote equality and diversity.

**Pupils and parents/carers** have a proportionate responsibility to understand and act in accordance with the policy, as do visitors to the schools / central offices.

#### 4. Equality Objectives 2025-2029:

##### Equality & Attainment

We are committed to improving the attainment of vulnerable groups of pupils. This includes pupils with Special Educational Needs and Disabilities (SEND), Looked After Children (LAC) and those entitled to Pupil Premium funding, so that the gap between their attainment and that of other pupils is narrowed. We strive for the best possible progress and attendance for all pupils.

We aim to raise aspirations among children and young people, their parents and communities, and raise awareness of career and higher education opportunities and to challenge stereotypes.

##### Equality & Curriculum

We will ensure that our curriculum (including our programme of enrichment and extra-curricular activities) is broad and balanced. Our curriculum will provide opportunities for all pupils and promotes understanding between different groups of people, cultures and societies.

The curriculum will include an element of PSHE education that tackles stereotypes and challenges pupils' perceptions.

We will ensure the promotion of our Catholic values and British values through our curriculum. This will support and develop our students into responsible citizens of the future.

##### Equality & Behaviour

We will maintain a rigorous anti-bullying approach so that all pupils and staff are protected from harassment and discrimination.

Our behaviour policies will outline how we will deal with pupils who use discriminatory, homophobic or otherwise offensive language. Any incidents will be reported to the Trust and the Local Authority.

Our Equality and Diversity policy will be implemented consistently across all schools in the Trust.

##### Equality & Leadership

At BEBCMAT, we ensure that our recruitment process is fair and equal to all who seek a position at either the Trust or one of our schools.

We make sure we recruit employees based on their relevant skills, qualifications, and knowledge within the post that they are applying for, and ensure our recruitment practices abide by our policies and the Equalities Act 2010.

## 5. Reporting Arrangements

Annual reporting against the Trust's Equality objectives may involve the following measures:

Equality and attainment:

- We aim to support families with children who have poor attendance as this is a key barrier to progress and future opportunity
- We aim to reduce the gap between the achievement of disadvantaged pupils and their peers nationally
- We aim to increase the proportion of pupils from different backgrounds achieving sustained employment, education and training post-16 and post-18
- We aim to have procedures to monitor and track progress and achievement by protected characteristics in order to identify and respond to trends and patterns.

Equality and curriculum:

- We aim to monitor and ensure equality of access for all pupils to all areas of the curriculum, to include subject choice and careers advice to meet pupils' individual needs
- We aim to ensure that the curriculum is balanced, broadly based and culturally inclusive that provides opportunities for students' spiritual, moral, social and cultural development
- We aim to ensure that curriculum intent and implementation takes account of issues related to protected characteristics and the need to challenge stereotypes, in keeping with the guidance provided by the Diocese of Lancaster and the Catholic Education Service.

Equality and behaviour:

- We aim to reduce the number of suspensions and permanent exclusions for SEND pupils and those eligible for pupil premium funding, including those groups with a disproportionately high rate of exclusion
- We aim to prevent and reduce the bullying of children and young people, particularly prejudice-based racist, sexist and homophobic bullying
- We aim to use the information collected to ensure that procedures are applied fairly and equitably to all pupils and staff, ensuring their safety and security in school.

Equality and leadership:

- We aim to ensure that all staff, directors and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against members of staff according to the protected characteristics, e.g. gender pay gap reporting
- We aim to ensure that opportunities for professional development, career progression and promotion are free from unlawful discrimination by monitoring workforce composition and promotions to ensure equality of opportunity at all levels
- We aim to achieve a greater understanding of our HR data in order to enable analysis of data and act on any trends or patterns requiring action to close gaps between those who have protected characteristic(s) and those who do not.



Data relating to our adherence to the Public Sector Equality Duty:

The following is a list of the data that we may publish annually in line with the Public Sector Equality Duty:

- Reference to External Examinations and DfE Analysis– relative performance of different groups of students in each school across the Trust
- Summary of behaviour data (inc. exclusions) broken down by characteristics (where known)
- Report showing the composition of current staff by characteristic (gender, race, etc.) at different grades and whether they are full or part time, where we have the information.
- Report of specific complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality – this should include ‘nil’ responses. This will include grievance and dismissal information for staff with relevant protected characteristics
- Reference to any sections of a schools Self Evaluation Form or SIDP which provide evidence of the way in which we have promoted equality &/or important actions agreed which relate to promoting equality during the year.

This information will be published as part of each Head teacher’s report to the local governing body and collated centrally by the CEO into a single summary report presented to directors in the autumn term.

## **6. Monitoring Arrangements**

The Leadership team will update the equality information we publish at least every year.

This document will be reviewed by the Chief Executive Officer at least every 4 years.

This document will be approved by the BEBCMAT Board of Directors.

## **7. Links With Other Policies**

This document links to the following policies:

- Accessibility plan
- Code of Conduct
- Equality and Diversity Policy
- SEND Strategy