

St. Bede's Catholic School & Byron Sixth Form College



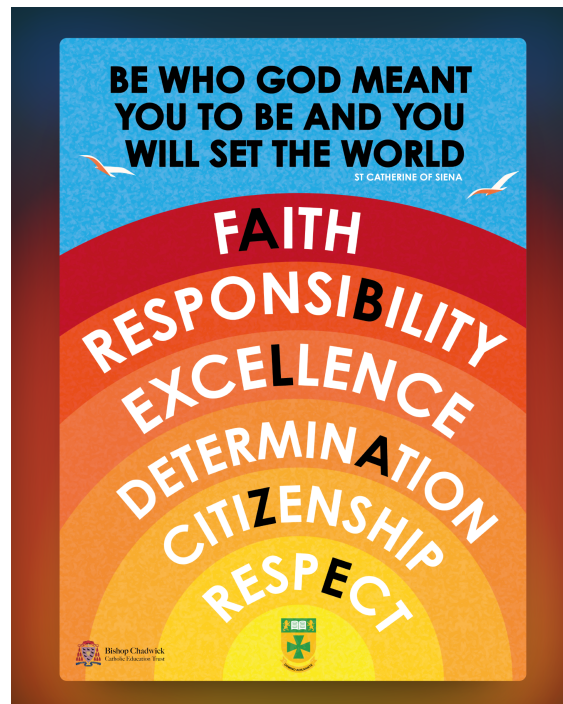
Bishop Chadwick
Catholic Education Trust



Policy Name	Equality & Diversity Report & Objectives	Policy Period
Approved by	Headteacher	Sep 1, 2025 to Sep 1, 2026

VISION

- “Be who God meant you to be and you will set the world ablaze.” – St. Catherine of Siena.
- Every member of the our school community – child and adult – is made in the image of Christ and deserves to be treated with dignity and respect. In line with our core values, we do our utmost to ensure high quality academic, social and spiritual outcomes for all.



EQUALITY & DIVERSITY OBJECTIVES

2025-2029

- The following objectives have been set, against which progress will be assessed annually by the Local Governing Committee and a report appended to this document:
 - Boys' attainment matches girls' attainment.
 - Promote non-stereotypical careers.
 - Eradicate bullying, direct and indirect discrimination and harassment related to all protected characteristics.
 - Advance equality of opportunity by delivering annual training to staff on the equalities act and related guidance and policies.

EQUALITY & DIVERSITY REPORT 25-

26

- This monitoring report is demonstrative of how St. Bede's Catholic School & Byron Sixth Form is performing in relation to our Equalities & Diversity Objectives.
 - **Boys' attainment matches girls' attainment.**
 - In 2025, boys' attainment 8 measure was 42.25 which is less than the girls' score of 46.27 – a gap of 4.02.
 - In 2024, boys' attainment was 41.73 which is less than the girls' score of 47.31 – a gap of 5.58.
 - These scores indicate a move towards parity across gender but still the gap exists and is a key focus.
 - **Promote non-stereotypical careers.**
 - In November 2023 a group of Year 9 girls, interested in computing, took part in an 'I Belong in Esports' event with the local computing hub. The girls learning about the computing industry as whole and how they could specifically access the male dominated esports field. Following the event a number of female students attend both a lunch time girls computing club and afterschool coding club.
 - International Women's day is celebrated in March within school, promoting the achievements of women throughout time. International Day of Women in Science is celebrated in February throughout the school with a deeper focus in the Science Department.
 - Careers Week each year focuses on challenging gender specific roles, encouraging students to investigate industries they would not normally focus on.
 - In 2024-2025 we have had a female student complete work experience at Alder Hey Children's Hospital as a doctor.
 - Our female rugby players have competed in North East tournaments both in and out of school, leading to a partnership with Newcastle Falcons.

- **Eradicate bullying, direct and indirect discrimination and harassment related to all protected characteristics.**
 - 'Respect' is a core value and our first priority learning habit – it is written in our student planner that 'We are all made in the image of God. We treat people the way we would like to be treated – with dignity.'
 - Continued zero tolerance approach to bullying. All reported incidents investigated and sanctioned with appropriate involvement from parents/carers. Each student and their parent/carer signs a pledge in the Student Planner, agreeing to:
 - Treat others respectfully
 - Include others who are left out
 - Refuse to bully others
 - Refuse to watch, laugh or join in when someone is being bullied
 - Tell an adult
 - Help those who are being bullied
 - We have engaged with the organisation Show Racism the Red Card to develop our equality and discrimination drive amongst the student body. We are working with the organisation Crimestoppers/Fearless to raise awareness of and prevent Hate Crime
 - Bullying and harassment CPD to be delivered to all staff; St. Bede's joined the Anti-bullying Alliance in 2024-2025.
- **Advance equality of opportunity by delivering annual training to staff on the equalities act and related guidance and policies.**
 - Staff are trained on Protected Characteristics and British Values on an annual basis as part of our annual safeguarding plan.