



St. Joseph's Catholic Academy

In our School, may there be prayer,
learning and humour, hard work,
faith and friendship.



Equality, Diversity & Inclusion Policy

Including Public Sector Equality Duty Statement

Published Date: September 2026



Bishop Chadwick
Catholic Education Trust

Policy details

Approved by:	Local Governing Committee
Last reviewed on:	September 2026
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Catholic Character and Mission

As a Catholic Academy, St Joseph's seeks to place Christ at the centre of all that it does.

We believe that every person is created in the image and likeness of God and possesses inherent dignity, worth and value. Inspired by the Gospel and Catholic Social Teaching, we are committed to ensuring that every member of our community is treated with dignity, compassion, respect and fairness.

This policy is informed by the principles of Catholic Social Teaching, particularly:

- Human Dignity
- The Common Good
- Solidarity
- Participation
- Rights and Responsibilities
- The Preferential Option for the Vulnerable

Whilst preserving its Catholic character, St Joseph's welcomes and values students, staff, parents, carers and visitors from all faiths and none. We seek to foster an inclusive community built upon mutual respect, understanding and a shared commitment to the flourishing of every individual.

Introduction

St Joseph's Catholic Academy is founded in its mission to support each member of our community to live life to the full.

Our vision is for students to leave St Joseph's as resilient, confident and well-rounded individuals equipped with the knowledge, skills and character to make informed future choices.

At St Joseph's we believe that education is about teaching children the knowledge, skills and values required to become effective lifelong learners. We strive for our students not only to develop their talents in the subjects they study, but also to flourish personally so that they become positive, resilient, empathetic and responsible young adults who contribute to the common good.

Through our FLAME character principles, we embed our values of:

- Faith
- Learning
- Attitude
- Mutual Respect
- Enrichment

As part of Bishop Chadwick Catholic Education Trust, we are committed to creating an inclusive and welcoming community in which every person is respected, valued and supported to fulfil their God-given potential.

Bishop Chadwick Catholic Education Trust Vision & Values

Vision

"As a family of schools inspired by Christ, we aim to enable each individual to fulfil their God-given potential. Excellence for everyone through learning, respect and partnership is at the heart of our Trust."

Trust Values

- Excellence – Achieve excellence in everything we do.
- Respect – Created in the image of Christ and treated with equity and fairness.
- Community – One spirit, one community, one team.
- Gifts – Support and encourage all members to fulfil their potential.
- Aspiration – Supporting people to be the best they can be.
- Celebration – Recognition and acknowledgement of success.

Our Commitment to Equality, Diversity and Inclusion

At St Joseph's Catholic Academy, we recognise and celebrate the diversity of our school community.

We believe equality of opportunity exists when:

- Everyone is recognised as unique.
- Equality of access exists for all.
- Individual choices and opportunities are widened.
- Everyone feels safe, valued and secure.
- Stereotypes, prejudice and discrimination are challenged.
- Individual needs are recognised and responded to appropriately.
- Appropriate support and resources are available.
- Every member of the community feels respected, valued and included.

We are committed to creating a culture of belonging in which all members of the school community can participate fully in school life and achieve their potential.

Public Sector Equality Duty Statement

In accordance with the Equality Act 2010, St Joseph's Catholic Academy will have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These duties underpin all aspects of school life including:

- Teaching and learning
- Curriculum design
- Admissions
- Employment and recruitment
- Student support
- Safeguarding
- Personal development
- Behaviour and relationships
- Leadership and governance
- Enrichment activities

Protected Characteristics

The Equality Act 2010 protects individuals from discrimination based upon the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Academy is committed to ensuring that all members of the school community are treated fairly, with dignity and respect.

Aims of the Academy

The Academy aims to:

- Ensure all members of the school community feel safe, respected and valued.
- Promote equality of opportunity for all.
- Remove barriers to participation and achievement.
- Challenge discrimination, prejudice, stereotyping and harassment.
- Foster self-esteem, confidence and resilience.
- Promote positive relationships between different groups.
- Encourage active participation and student leadership.

- Ensure educational provision reflects both Catholic values and modern British society.
- Support all students in achieving their academic, personal and spiritual potential.
- Celebrate diversity whilst promoting community cohesion.

Roles and Responsibilities

Local Governing Committee

The Local Governing Committee will:

- Monitor implementation of this policy.
- Review equality information and objectives annually.
- Ensure compliance with statutory duties.
- Hold leaders accountable for progress.
- Review equality objectives at least every four years.

Headteacher

The Headteacher will:

- Provide strategic leadership for equality, diversity and inclusion.
- Ensure the effective implementation of this policy.
- Ensure staff and governors receive appropriate training.
- Monitor equality information.
- Report to governors on progress against equality objectives.

Staff

All staff will:

- Promote equality, diversity and inclusion.
- Challenge discriminatory behaviour and language.
- Model respectful relationships.
- Create inclusive learning environments.
- Ensure fair and equitable treatment of all students.
- Participate in relevant training and professional development.

Students

Students will:

- Treat others with respect and dignity.
- Value diversity.
- Challenge prejudice and discrimination where appropriate.
- Report incidents of bullying, harassment or discrimination.
- Contribute positively to the inclusive culture of the school.

Curriculum and Learning

The curriculum will:

- Promote respect for all people.
- Reflect the diversity of modern Britain.
- Celebrate cultural, ethnic and religious diversity.
- Challenge prejudice, discrimination and stereotypes.
- Promote understanding of equality, justice and human rights.
- Develop students' knowledge and understanding of the protected characteristics in an age-appropriate manner.
- Support students to become active and responsible citizens.

In delivering Relationships, Sex and Health Education (RSHE), Citizenship and Religious Education, the Academy will teach in accordance with statutory guidance and the teachings of the Catholic Church whilst promoting respect, dignity and understanding for all people.

Disability and SEND

St Joseph's Catholic Academy is committed to ensuring that students with SEND and disabilities:

- Have equal access to education and school life.
- Receive appropriate support to achieve their potential.
- Are fully included in the life of the school.
- Have access to a broad, balanced and ambitious curriculum.
- Are involved in decisions regarding their education wherever appropriate.

The school will:

- Identify needs at the earliest opportunity.
- Work closely with parents, carers and external agencies.
- Provide appropriate interventions and reasonable adjustments.
- Monitor progress, wellbeing and participation.
- Ensure staff receive appropriate training.
- Promote the inclusion and success of all students.

Race, Ethnicity, Religion and Belief

The Academy will:

- Promote positive attitudes towards diversity.
- Celebrate different cultures, traditions and backgrounds.
- Challenge racism, xenophobia and religious prejudice.
- Record and manage racist and prejudice-related incidents appropriately.
- Respect cultural and religious differences.
- Value home and community languages.
- Meet religious and dietary requirements wherever reasonably possible.
- Foster positive relationships between different communities.

All members of the school community will be welcomed and valued regardless of race, ethnicity, religion or belief.

Sex, Sexual Orientation and Gender Reassignment

The Academy will:

- Promote dignity and respect for all individuals.
- Challenge sexist, homophobic, biphobic and transphobic language and behaviour.
- Ensure equal access to educational opportunities and enrichment activities.
- Support students appropriately according to their individual needs.
- Promote a culture where everyone is treated fairly and respectfully.

Anti-Bullying and Prejudice-Based Incidents

The Academy will not tolerate:

- Racist bullying
- Sexist bullying
- Homophobic bullying
- Biphobic bullying
- Transphobic bullying
- Disablist bullying
- Faith-based bullying
- Any other form of prejudice-related bullying or harassment

All incidents will be investigated promptly and addressed in accordance with the Behaviour Policy and Anti-Bullying Policy.

Appropriate records will be maintained to enable monitoring and intervention.

Accessibility

The Academy maintains an Accessibility Plan in accordance with the Equality Act 2010.

The Accessibility Plan sets out how the school will:

- Increase access to the curriculum.
- Improve access to the physical environment.
- Improve access to information for students, parents, staff and visitors with disabilities.

The Accessibility Plan will be reviewed regularly.

Equality Information

In order to meet the requirements of the Public Sector Equality Duty, the Academy will publish equality information annually.

The Academy may publish information relating to:

Student Profile

- Total pupils on roll
- Sex profile
- Ethnicity profile
- Religion profile

- SEND profile
- EHCP profile
- Pupil Premium profile
- English as an Additional Language (EAL) profile

Workforce Profile

- Staff by sex
- Staff by occupational group
- Workforce ethnicity profile
- Workforce disability information where voluntarily disclosed and anonymity can be maintained

The Academy does not routinely collect or publish information regarding sexual orientation or gender reassignment.

Where numbers are small enough to identify individual pupils or staff members, categories may be combined to protect confidentiality.

Monitoring

The Academy will monitor and analyse:

- Attainment and progress
- Attendance and persistent absence
- Behaviour incidents
- Suspensions and exclusions
- Racist incidents
- Prejudice-related incidents
- Participation in enrichment activities
- Student leadership opportunities
- Destinations data
- Recruitment information
- Workforce diversity information
- Staff training participation

Monitoring information will be reviewed by:

- Senior Leadership Team
- Local Governing Committee
- Bishop Chadwick Catholic Education Trust, where appropriate

Where disparities are identified, appropriate actions will be taken and monitored through the School Improvement Plan.

Equality Objectives 2026-2030

Objective 1

To reduce any identified attainment gaps between pupil groups, including disadvantaged pupils, pupils with SEND and minority ethnic groups.

Actions:

- Analyse attainment and progress data annually.
- Implement targeted interventions where required.
- Report findings to governors.

Objective 2

To ensure participation in leadership, enrichment and wider school opportunities reflects the diversity of the school population.

Actions:

- Monitor participation rates.
- Identify and remove barriers to participation.
- Promote opportunities to under-represented groups.

Objective 3

To reduce incidents of discriminatory language and prejudice-based bullying through education, curriculum development and restorative approaches.

Actions:

- Monitor incidents regularly.
- Deliver targeted assemblies and personal development programmes.
- Evaluate impact annually.

Objective 4

To provide annual equality, diversity and inclusion training for all staff and governors.

Actions:

- Deliver annual training programmes.
- Include equality matters within safeguarding training.
- Monitor implementation through quality assurance activities.

Objective 5

To ensure curriculum planning reflects diverse cultures, communities and experiences whilst supporting the Catholic mission of developing respect, dignity and understanding of all people.

Actions:

- Conduct curriculum reviews.
- Share effective practice across departments.
- Monitor implementation through quality assurance processes.

Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Accessibility Plan
- RSHE Policy
- Recruitment and Selection Policy
- Staff Code of Conduct
- Complaints Policy

Review

This policy will be reviewed annually by the Headteacher and Local Governing Committee.

Equality information will be updated annually.

Equality objectives will be reviewed every four years, or sooner if required by changes in legislation or school circumstances.

Appendix A: Equality Information 2026-2027*

Student Profile

Total pupils on roll: 1427

Male: 51.4%

Female: 48.6%

SEND: 18.9%

EHCP: 2.0%

Pupil Premium: 20.3%

EAL: 31.5%

Ethnicity Profile

White British: 90.0%

White Other: 3.4%

Asian/Asian British: 2.0%

Black/Black British: 1.1%

Mixed Heritage: 0.6%

Other Ethnic Groups: 0.4%

Refused/Not declared: 2.6%

Religion Profile

Roman Catholic: 39.2%

Christian (Other): 12.4%

Other Faiths: 14.7%

No Religion / Not Declared: 33.6%

Workforce Profile

Total Staff: 176

Female: 64.2%

Male: 35.8%

Leadership Staff: 10

Teaching Staff: 87

Support Staff: 89

Workforce Ethnicity Profile

White British: 93.6%

White Other: 3.4%

Asian/Asian British: 0.6%

Black/Black British: 0%

Mixed Heritage: 0.6%

Other Ethnic Groups: 0%

Not Declared: 3.4%

Where numbers are sufficiently small that individuals could be identified, categories may be combined to protect confidentiality and comply with data protection requirements.

**as of July 2026*



St. Joseph's Catholic Academy

Mill Lane, Hebburn, NE31 2ET

0191 428 2700



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