



Blessed Edward Bamber
Catholic Multi Academy Trust

Company No: 9111449
Registered Office: St. Mary's Catholic Academy
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Registered in England & Wales

THE BLESSED EDWARD BAMBER CATHOLIC MULTI ACADEMY TRUST SINGLE EQUALITY POLICY & OBJECTIVES

Respecting the uniqueness of each person is central to the Catholic nature of the Blessed Edward Bamber Catholic Multi Academy Trust, its academies, and a reflection of the Gospel message of love. The Trust and its academies accept their responsibilities and duties to promote equality for all. This policy applies to all staff working in the Blessed Edward Bamber Catholic Multi Academy Trust.

The policy outlines the commitment of the staff, pupils and directors of the Blessed Edward Bamber Catholic Multi Academy Trust to ensure that equality of opportunity is available to all members of our community. This means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, whilst celebrating and valuing the achievements and strengths of all members of our community. These include:

- Pupils
- Staff
- Parents/carers
- The governing body
- Multi-agency staff linked to the school
- Visitors to school
- Students on placement

We believe that equality should permeate all aspects of life and is the responsibility of every member of the Trust and wider community. Every member of our community should feel safe, secure, valued and of equal worth. Equality is a key principle for treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

The uniqueness of the individual

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

The search for excellence

We are called to strive for excellence in all aspects of our lives. We celebrate the enrichment of the total community, which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

The education of the whole person

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim

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to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the academy serves or is located in an ethnically diverse community.

The education of all

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

Moral principles

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Please note throughout this policy the term Head teacher/Deputy Headteacher is used; this also is taken to refer to any Executive Headteacher/Executive Headteacher that is employed by the Trust.

1. Equality Statement

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the Trust or one of its academies, irrespective of race, gender, disability, faith or religion or socio-economic

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background. We aim to develop a culture of inclusion and diversity in which all those connected to the one of our academies feel proud of their identity and able to participate fully in academy life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which promotes respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. The respecting of diversity is rooted within a Catholic anthropology.

2. Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, the Trust and its academies operate equality of opportunity in its day to day practice in the following ways.

Teaching and Learning

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- Use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- Monitor achievement data by ethnicity, gender and disability and action any gaps;
- Take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the academy, population and local community in terms of race, gender and disability, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- Including teaching and classroom-based approaches appropriate for the whole academy population, which are inclusive and reflective of our pupils.

Admissions and exclusions

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability or socio-economic factors. The Trust is part of Blackpool's co-ordinated admission scheme. In line with legislation the Trust's admissions criteria give first priority to baptised Catholics.

Exclusions will always be based on an Academy's Behaviour Policy. We will closely monitor exclusions to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

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3. Equal Opportunities for Staff

This section deals with aspects of equal opportunities relating to staff employed by the Trust.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. In line with legislation the Headteacher, Deputy Headteachers, Chaplains, Head/Co-ordinator of RE and RE teacher posts are reserved for baptised and practising Catholics.

Employer Duties

As an employer we need to ensure that we eliminate discrimination and harassment in our employment practice and actively promote equality across all groups within our workforce.

Equality aspects such as gender, race, disability, sexual orientation, gender re-assignment and faith or religion are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.

Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff;
- Continued professional development opportunities for all staff;
- Senior Leadership Team support to ensure equality of opportunity for all.

4. Equality and the Law

The Trust has a statutory responsibility under Equality Law, known as the General Public Sector Duty to have “due regard” to the need to:

- Eliminate discrimination, harassment, victimisation and other prohibited conduct
- Advance equality of opportunity
- Foster good relations between different (defined) groups

In order to fulfil this general duty the Government has powers to require public bodies to undertake defined actions – which are known as the “Specific duties” and are implemented by Ministerial Orders.

Under our specific duty we will:

- Prepare a Single Equality Plan which includes our written policy for equality and seeks to address all forms of direct or indirect discrimination
- Promote equality of opportunity; positive attitudes towards all people and seek to eliminate any form of discrimination or harassment;
- Assess the impact of our policies, including this Plan, on pupils, staff and parents including, in particular, the achievement levels of these pupils;
- Monitor the impact our plans and policies have on such pupils, staff and parents towards raising the achievement of all pupils.

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5. Consultation and involvement

It is a requirement that the development of this plan and the actions within it have been informed by the input of staff, pupils and parents and carers. We have achieved this by using the following to shape the plan:

- Feedback from the annual parent questionnaire, parents' evening, parent-academy forum meetings or governors' parent-consultation meeting;
- Input from staff surveys or through staff meetings / INSET;
- Feedback from the Academy Council, PSHE lessons, surveys on children's attitudes to self and academy (PASS);
- Issues raised in annual reviews or reviews of progress on Individual Education Plans or Provision Maps, mentoring and support;
- Feedback at Directors' meetings.

6. Roles and Responsibilities

The role of Directors

- The CEO will be the designated Director for the Equality Plan.
- The Trust's Board has set out its commitment to equal opportunities in this plan and it will continue to do all it can to ensure that the Trust and its academies are fully inclusive to pupils, and responsive to their needs based on race, gender and disability.
- The Trust's Board seeks to ensure that people are not discriminated against when applying for jobs at our academies on grounds of race, gender or disability.
- The directors will take all reasonable steps to ensure that the Academies' environment give access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and pupils.
- The directors welcome all applications to join the academies, whatever a child's socio-economic background, race, gender or disability.
- The Trust's Board ensures that no child is discriminated against whilst in one of our academies on account of their race, sex or disability.

The role of the Head teacher

- It is the Head teacher's role to implement the Academy's Equality Plan and s/he is supported by the CEO in doing so.
- It is the Head teacher's role to ensure that all staff are aware of the Equality Plan, and that teachers apply these guidelines fairly in all situations.
- The Head teacher ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.
- The Head teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of academy life.
- The Head teacher treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

The role of all staff: teaching and non-teaching

- All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the Academy's Equality Plan.
- All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images.
- All staff will challenge any incidents of prejudice, racism or homophobia, and record any serious incidents, drawing them to the attention of the head teacher.
- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

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7. Tackling discrimination

Harassment on account of race, gender, disability or sexual orientation is unacceptable and is not tolerated within the Trust or any of its academies.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

Racist and homophobic incidents and other incidents of harassment or bullying are dealt with by the member of staff present, escalating to a class teacher/senior leader/head teacher where necessary. All incidents are reported to the head teacher and racist incidents are reported to the Trust's Board and local authority on a termly basis.

What is a discriminatory incident?

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.

A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as:
'any incident which is perceived to be racist by the victim or any other person'.

Types of discriminatory incident

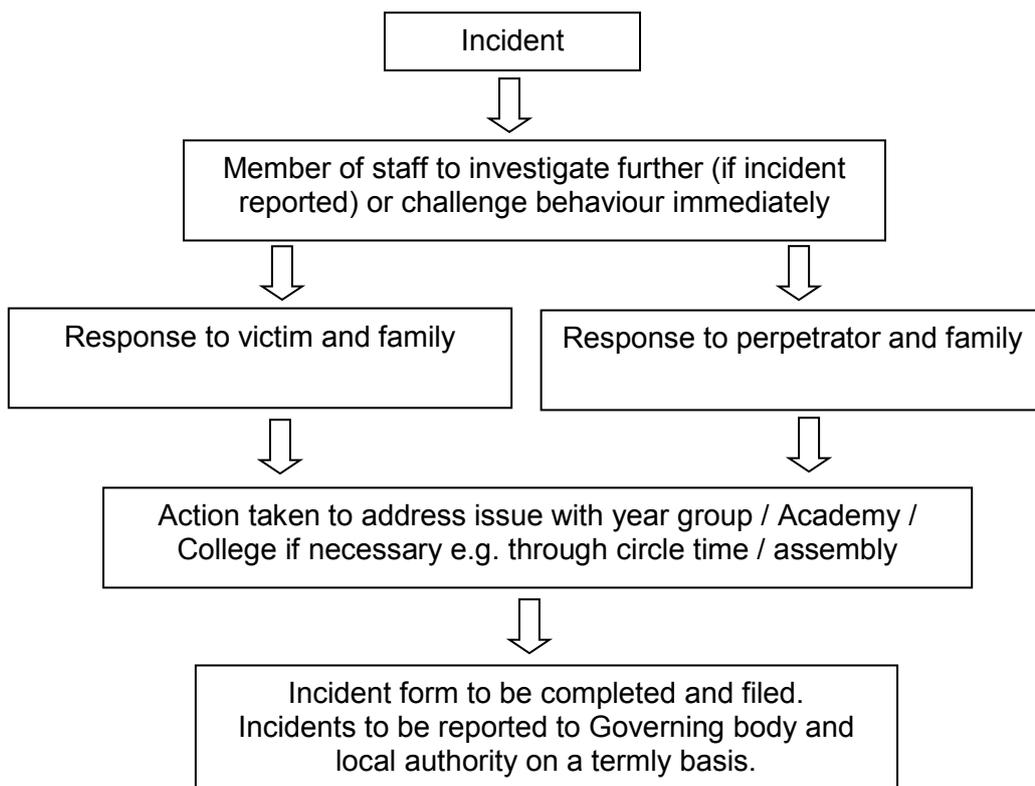
Types of discriminatory incidents that can occur are:

- Physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or gender;
- Use of derogatory names, insults and jokes;
- Racist, sexist, homophobic or discriminatory graffiti;
- Provocative behaviour such as wearing racist, sexist, homophobic or discriminatory badges or insignia;
- Bringing discriminatory material into the Academy;
- Verbal abuse and threats;
- Incitement of others to discriminate or bully due to victim's race, disability, gender or sexual orientation;
- Discriminatory comments in the course of discussion;
- Attempts to recruit others to discriminatory organisations and groups;
- Ridicule of an individual for difference e.g. food, music, religion, dress etc;
- Refusal to co-operate with other people on grounds of race, gender, disability or sexual orientation.

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Responding to and reporting incidents

It should be clear to pupils and staff how they report incidents. All staff, teaching and non-teaching, should view dealing with incidents as vital to the well-being of the whole academy.



8. Review of progress and impact

The Plan has been agreed by the Trust's Board. We have a rolling programme for reviewing our policies and their impact. In line with legislative requirements, we will review progress against our Equality Plan annually and review the entire plan and accompanying action plan on a three year cycle.

We make regular assessments of pupils' learning and use this information to track pupil progress. As part of this process, we regularly monitor achievement by ethnicity, gender and disability, to ensure that all groups of pupils are making the best possible progress, and take appropriate action to address any gaps.

9. Publishing the plan

In order to meet the statutory requirements, we will:

- Publish our plan on the Trust website and raise awareness of the plan through the academies' newsletter, assemblies, staff meetings and other communications;
- Ensure Equality Objectives are set every four years thereafter and annually publish information that relates to workforce equality and service delivery
- Make sure hard copies are available.

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Equality Objective: Promoting a whole School Equality ethos					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Continue to promote the Equality Plan through the school website and blog, newsletter, staff meetings, translating into Polish as standard due to the 12% community across the two schools. Other languages will be considered as appropriate, should school intake increase or the need arise.	Statements on equality on both parental and staff surveys	Executive Headteacher	Monitor December 2020	Annual surveys followed up by staff meeting discussion mid-year
Evaluation:					
Equality Objective: Progressing Equality in Attainment through the Curriculum & Monitoring of Pupil Attainment					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Monitor and analyse pupil achievement by race, gender, socio-economic deprivation factors, and disability and act on any trends or patterns in the data that require additional support for pupils.	Achievement data analysed by race, gender and disability	English and Mathematics Cross Trust Leads or Senior Leadership Team	Termly	Data demonstrates the gap is narrowing for equality groups
All	Ensure that PSHE lessons over a year promote diversity by race gender ethnicity	PSHE lead designs scheme of learning that is implemented	Senior Leadership Team	September 2021	PHSE curriculum in place alongside RE curriculum
Evaluation:					

10. EQUALITY OBJECTIVES

Equality Objective: Progressing Equality through Engagement with Student Population					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race Equality Duty	Identify, respond and report racist incidents as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher will use the data to assess the impact of the school's response to incidents.	Executive Headteacher	Reporting termly for Health and Safety Committee	Consistent reporting measures in place
All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through School Council.	School council representation monitored by race, gender, disability	Family Support Manager and PSHE lead	Ongoing	More diversity in school council membership
Community cohesion	Promote links with the Community our school serves (Church Parishioners, Local residents, Polish Community)	Staff and pupil engagement in local community.	Family Support Manager and Leadership team	Ongoing	Increased awareness of local community.
Evaluation:					

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All	Consult with staff, pupils and parents to ensure equality of access for all	Completion of annual consultation process with staff	Executive Headteacher	December 2020	Revision of Equality Plan as needed
Evaluation:					
Equality Objective: Progressing Equality in Attainment through the Curriculum & Monitoring of Pupil Attainment					
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All	Ensure that PSHE and RE lessons over a year promote diversity by race gender ethnicity	PSHE lead design scheme of learning that is implemented	Senior Leadership Team	September 2021	PHSE curriculum in place alongside RE curriculum
Evaluation:					

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All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through School Council.	School council representation monitored by race, gender, disability	Family Support Manager and Resilience Champions	Ongoing	More diversity in school council membership
Community cohesion	Promote links with the Community our school serves (Church Parishioners, Polish Community and Local residents)	Staff and pupil engagement in local community.	Family Support Manager and Leadership team	Ongoing	Increased awareness of local community.
Evaluation:					

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All	Ensure pupils are given the opportunity to make a positive contribution to the life of the school e.g. through School Council.	School council representation monitored by race, gender, disability	Family Support Manager and Resilience Champions	Ongoing	More diversity in school council membership
Community cohesion	Promote links with the Community our school serves (Church Parishioners, Polish Community and Local residents)	Staff and pupil engagement in local community.	Family Support Manager and Leadership team	Ongoing	Increased awareness of local community.



Equality Objective: Promoting a whole Academy Equality ethos					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	Promote the Equality Plan through the whole school website, school newsletter and INSET	Monitoring of website and meeting minutes and CPD plan for year.	Headteacher	Autumn Term 2018 & on-going	Staff are familiar with the principles of the Equality Plan and use them when planning lessons.
Disability Equality Duty	Review accessibility plan	Improved access to all parts of the building	Health and Safety SLT lead	July – Oct 18	Adoption by Directors



Equality Objective: Progressing Equality in Attainment through the Curriculum & Monitoring of Student Attainment					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
All	<p>Monitor and analyse pupil achievement by socio – economic group i.e disadvantaged students, SEND with respect to progress 8.</p> <p>Target intervention resources at disadvantaged and SEND students to close any achievement and attendance gaps particularly with respect to persistent absence.</p>	<p>Achievement analysed by gender, socio-economic data Analysis of disadvantaged students.</p> <p>Attendance monitored by analysing data in respect of absence and persistent absence.</p>	<p>HoDs/HOLH SHoLH</p> <p>HOLH/SHOLH</p>	<p>Ongoing throughout the year</p> <p>Ongoing throughout the year</p>	<p>Analysis of teacher assessments and results spreadsheet shows progress 8 for disadvantaged students close to 0.</p> <p>Attendance data shows closing of gap between disadvantaged and none disadvantaged students.</p>
All	Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils (eg, EAL, gender)	Achievement data analysed by race, gender and disability	HoDs SHoLH	Part of analysis of Directors data drops.	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups



Equality Objective: Progressing Equality through Engagement with Student Population					
Equality Strand	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
Race Equality Duty	Identify, respond and report racist incidents. Report to SLT.	The Headteacher will use the data to assess the impact of the Academy's response to incidents i.e. have whole Academy / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response?	Head teacher	ongoing	Teaching staff are aware of and respond to racist incidents
Community cohesion	Promote Ghana as the Academy's chosen country for twinning by continuing staff visits and planning possible student visits.	Student engagement in twinning	Headteacher	Ongoing	Increased awareness of different communities and level of commitment to fund raising
Race Equality Duty	Ensure PSHE curriculum ensure opportunities to explore race equality in multi-cultural Britain as part of British Values	Monitoring of planned curriculum and through lesson observations.	SHOLH	Sept 2018 – July 2019	Increased awareness of equality issues and reduction in related incidents.

Appendix A

Check list for all Staff and Directors

Is information collected on race, disability and gender with regards to both pupils and staff e.g. pupil achievement, attendance, exclusions, staff training? Is this information used to inform the policies, plans and strategies, lessons, additional support, training and activities the academy provides?

How has your Equality Plan been shaped by the views, input and involvement of staff, parents and pupils?

Is pupil achievement analysed by race, disability and gender? Are there trends or patterns in the data that may require additional action, and has action been taken to address these?

Does the curriculum include opportunities to understand the issues related to race, disability and gender?

Are all pupils encouraged to participate in Academy life? Are pupils who make a positive contribution reflective of the Academy's diversity e.g. through assemblies/councils?

Is bullying and harassment of pupils and staff monitored by race, disability and gender, and is this information used to make a difference to the experience of other pupils? Are racist incidents reported to the governing body and local authority on a termly basis?

Are visual displays reflective of the diversity of the Academy's community? How are minority ethnic, disabled and both male and female role models promoted positively in lessons, displays and discussions such as circle time and class assemblies?

Does the Academy take part in annual events such as Black History Month, Deaf Awareness Week and One World Week to raise awareness of issues around race, disability and gender?

Is the Academy's environment as accessible as possible to pupils, staff and visitors to the academy? Are open evenings and other events which parents, carers and the community attend held in an accessible part of the Academy, and are issues such as language barriers considered?

Are the accessibility needs of parents, pupils and staff considered in the publishing and sending out of information, in terms of race, disability and gender?

Are procedures for the election of parent directors open to candidates and voters who are disabled?