



Equality Information and Objectives Statement

for ACT and the following Academies:

Holy Family Catholic Primary School
Our Lady of Lourdes Catholic Primary School
Our Lady of Ransom Catholic Primary School
Sacred Heart Catholic Primary School
St George's Catholic Primary School
St Helen's Catholic Primary School
St Joseph's Catholic Primary School
St Teresa's Catholic Primary School
St Thomas More High School

Assisi Catholic Trust Mission Statement

Our mission is to inspire the children in our care and that our schools place Christ and the teaching of the Catholic Church at the centre of all we do. We believe that every child has a right to educational excellence and we will strive together in partnership to ensure this happens.

Motto

'Start doing what is necessary, then do what's possible and suddenly you are doing the impossible'

As Catholic schools we are totally committed to treating everyone with dignity and respect. We welcome our duties under the Equality Act 2010, which prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age. Our trust and schools are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our Trust and each academy is committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

The Equality Act 2010 requires us to have due regard to the need to:

- **Eliminate unlawful discrimination**
- **Advance equality of opportunity**
- **Foster good relations between people from different equality groups**

Aims to eradicate discrimination

Individual schools and as Assisi Catholic Trust, we must consciously think about the three aims of the Equality Act 2010 as part of our decision-making processes and pay due regard to equality issues within all our key policies, planning and performance management.

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals created in God's image. Creating an inclusive environment where individuals feel confident and at ease is a commitment of each school and the trust. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that

pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The trust's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The trust's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, each school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

We do not discriminate against staff regarding their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school

community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Inclusion, Diversity and representation

Under the PSED, schools, as public authorities, must identify and publish one or more equality objectives that it intends to focus on and improve.

Our equality objectives

The schools in Assisi Catholic Trust are all working to ensure that all groups are better represented in adults working or volunteering or in Governance roles within each school community.

Each school in ACT has individual equality objectives on their local website.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful school environments where every child can flourish.

Reviewed September 2024