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# Equality information and objectives

The McAuley Catholic High School



Approved by: Mr J Tucker

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## 1. Aims

Our school aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- ✓ Eliminate discrimination 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

## 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.

## 3. Roles and responsibilities

The governing body will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, 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 headteacher.

The equality link governor is The Chair of Governors. They will:

Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed

Ensure they're familiar with all relevant legislation and the contents of this document

Attend appropriate equality and diversity training

Report back to the full governing board regarding any issues

The headteacher will:

Promote knowledge and understanding of the equality objectives amongst staff and pupils

Monitor success in achieving the objectives and report back to governors

The designated member of staff the Deputy Headteacher for equality will:

Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils

Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings, staff bulletins. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, the one page School Equality policy, and all staff receive refresher training every year as part of safeguarding training.

The school has a designated member of staff for monitoring equality issues, and an equality link governor. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **5. Advancing equality of opportunity**

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)

Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times and supporting them through fasting at Ramadan)

Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school activities) In fulfilling this aspect of the duty, the school will:

Publish attainment data each academic year showing how pupils with different characteristics are performing

Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information

Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

- ✓ Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. Fostering good relations**

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

Holding assemblies dealing with relevant issues. Form time where issues are discussed and allowing pupils to explore these issues as a group.

Working with our local community. This includes inviting a range of speakers into assemblies, and organising school trips and activities based around the local community

Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures. School Buddies from a range of backgrounds and age groups to support all within the School.

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the question is asked is this accessible to all pupils regardless of gender, religion and disability.

## 8. Equality objectives

**Objective 1:** Undertake an analysis of School intake data and trends with regard to race, gender, religion and disability by July, and report on this to senior leadership team and governors.

Why we have chosen this objective: As we are seeing a change in our intake, it is important we understand how this is changing and that we are an open and inclusive School.

To achieve this objective we plan to: Analyse intake data over the past 3 years. Identify mid-term leavers.

Progress we are making towards this objective:

**Objective 2:** Create an environment of where pupils from LGBT feel able to be themselves and can be open and honest within School. Pupils from this community will feel they are fully part of the School community.

Why we have chosen this objective: As we have more students from the community it is important they feel safe and part of the School community.

To achieve this objective we plan to: Use the Schools 'Buddies' to support pupils from the LGBT community, EMMAUS to work with pupils and support them with their sexuality,

Progress we are making towards this objective:

**Objective 3:** Create an inclusive physical and emotional environment for pupils who are transgender, to ensure they feel able to access suitable facilities and feel able to express themselves.

To achieve this objective we plan to: Identify places to change for PE and toilet facilities, educate staff in the use of different nouns. EMMAUS Centre and key staff to work with the families to support the change.

## 9. Monitoring arrangements

The designated member of staff for equality will update the equality information we publish, described in sections 4-8 above, at least every year. This document will be reviewed by Headteacher at least every 4 years. This document will be approved by Headteacher.

## 10. Links with other policies

This document links to the following policies:

- ✓ Accessibility plan
- ✓ Safeguarding Policy and Child Protection Policy
- ✓ Anti – Bullying Policy