



Our Lady and All Saints
Catholic Multi Academy Company
Strong in Faith

Our Lady and All Saints MAC Equality Statement and Objectives

Ratified by:	Board of Directors
Date ratified:	10 th April 2025
Date issued:	6 th May 2025
Review date:	May 2029



1. EQUALITY STATEMENT

- 1.1. At Our Lady and All Saints Catholic Multi Academy we pride ourselves on the diversity of people who make up our Academy community; and we value the varied contribution that everyone can make to our learning.
- 1.2. We believe that all children, regardless of race, sex, class, gender, religion, sexual orientation or disability should have high aims and that it is the task of Our Lady and All Saints Schools to help them all achieve their potential. To this end, we shall ensure that all areas of the curriculum are suitably resourced in ways that reflect the range of cultures and that encourage children to respect each other's languages and background.
- 1.3. We will confront and discuss racist and sexist language or conduct; and through the positive enforcement of our behaviour policy we will do our best to ensure that all individuals in the schools, including visitors, feel safe and are treated with consideration when they are amongst us.
- 1.4. Key contacts responsible for Equality and Inclusion are the Chair of the Catholic Lift, Curriculum and Standards Committee and Peter Davis Catholic Senior Executive Lead

2. OUR LADY AND ALL SAINTS CATHOLIC MULTI ACADEMY AND THE EQUALITY ACT 2010

- 2.1 The Equality Act outlines three aims of the general duty to have due regard for equality, across all organisations:
 - a. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
 - b. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - c. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.
- 2.2 Specifically, due regard is to be given within organisational life in order to:
 - a. Remove or minimise disadvantages suffered by people with protected characteristics due to having that characteristic.
 - b. Take steps to meet different needs of people with protected characteristics that are different from people who do not have that characteristic (including taking account of a disability).
 - c. Encourage protected groups to participate in public life and in any other activity where participation when it is proportionately low.
- 2.3 We have a strong commitment to fairness and equality in everything we do.
 - a. We endeavour to ensure that everyone is treated fairly and with respect.
 - b. We work hard to make sure that the academy is a safe and secure environment for everyone
 - c. We recognise that people have different needs and we understand that treating people equally does not always involve treating people exactly the same
 - d. We recognise that for some pupils extra support is needed to help them to achieve and be successful
 - e. We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and carers.
 - f. We aim to make sure that no one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity; colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.
- 2.4 We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.
- 2.5 We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

- 2.6 Meeting our duties to promote community cohesion, and the spiritual, moral, social, and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.
- 2.7 We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:
- a. Pupils from certain ethnic and cultural backgrounds
 - b. Pupils who are supported by the pupil premium
 - c. Pupils who are disabled
 - d. Pupils who have special educational needs

3. THE PUBLIC SECTOR EQUALITY DUTY

- 3.1 The information provided in this section shows how we are meeting the public sector equality duty. We are required to have due regard for the need to:
- a. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
 - b. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - c. Foster good relations across all protected characteristics
- 3.2 The information below is a summary of how we have due regard to the need to eliminate discrimination, harassment and victimisation. Please contact us if you would like to see copies of any of our policies or refer to the policies section of our schools' websites.
- We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
 - Our School Standards Committee Representatives and the Directors, have been briefed on their legal responsibilities under the Equality Act 2010 and have also been involved in supporting the schools to meet their public-sector equality duty.
 - We have Behaviour Principles that outline our expectations of both pupils and staff in their interactions with each other, including our approach to tackling bullying, prejudice and discrimination.
 - We deal promptly and effectively with all incidents and complaints of bullying and harassment
 - We keep a record of all such incidents and notify those affected of what action we have taken.
 - We provide training to all staff in relation to dealing with bullying and incidents of harassment.
 - We have a Special Educational Needs Framework which outline the provision the schools make for pupils with special educational needs.
 - Our complaints policy sets out the procedures through which we deal with any complaints
 - We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices.
 - We pay due regard within our recruitment practices, to safeguarding and protecting our pupils.
 - We have procedures for addressing staff discipline, conduct and grievances.

4. CONSULTATION AND ENGAGEMENT

- 4.1 We aim to engage and consult with pupils, staff, parents and carers, and the local community so we can develop our awareness and information, learn about the impact of our policies, set equality objectives and improve what we do.
- 4.2 The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information and focus on those areas where we have agreed to act to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1

Systematically analyse pupil data in relation to achievement, attainment, attendance and behaviour in order to identify and address underperformance or underachievement of any group with specific characteristics. (Disability, gender and ethnicity)

This will be achieved by:

- Ensuring there is robust scrutiny at school, Curriculum and Standards Committees and Board level, overseen by the Senior Executive Leaders to highlight specific emerging and existing issues in groups
 1. Providing training to staff and volunteers to undertake work
 2. Clear reporting and communication guidelines between schools, committees and Board
- Ensuring swift, effective, evidence-based action is taken to address any underperformance or underachievement

Equality objective 2

Ensure Directors, Governors and Senior Leaders involved in recruitment and selection are fully aware of and compliant with legal requirements relating to equal opportunities and non-discrimination.

This will be achieved by:

- A rolling programme of training is organised that engages staff and volunteers from all schools and Governors within the MAC.
- Recruitment panels are trained to reflect on how they will meet legal requirements throughout the process

Equality objective 3

Monitor the representation of staff from minority ethnic communities and work to increase the proportion so that it more closely reflects the demographic of the student population.

This will be achieved by:

- Consult with existing black, Asian and minority ethnic staff about their experiences of recruitment, identifying potential perceptions/barriers
- Working with the HR Committee to understand how vacancies can be made appealing to a broad demographic and implementing ideas

Equality objective 4

Continue to support staff with caring responsibilities to ensure that they:

- Feel supported by Leaders and line managers
- Feel confident in making a request for support from leaders and line managers in relation to their caring responsibilities
- Feel that there is understanding and empathy for those with caring responsibilities and any particular needs are met.

This will be achieved by:

- Staff feedback/attitudinal surveys