'Growing together in the spirit of Christ's love'

All Hallows Catholic High School

Equality Information & Objectives

Signed by:
Headteacher: Mrs A Cooper
Chair of Governors: Mrs L Kitto
Date: Summer Term 2026
Review Date: Summer Term 2027

‘Growing together in the Spirit of Christ’s love’

Equality Information and Objectives Policy
(Equality Act 2010)

---

1. Mission Statement

All Hallows Catholic High School is a Catholic community founded on the Gospel values of Jesus Christ. Our mission is to recognise and nurture the dignity and potential of every individual as created in the image and likeness of God.

Guided by our school mission “Growing Together in the Spirit of Christ’s Love,” we strive to build a community where pupils, staff and families grow together in faith, learning and service.

We aim to create an environment where every member of the school community feels valued, respected and supported to achieve their full potential. Through our Catholic ethos, we encourage compassion, justice, forgiveness and respect for the dignity of every person.

We are committed to creating a caring, inclusive and respectful environment in which all members of the school community can flourish academically, spiritually, socially and emotionally.

This policy reflects our commitment to promoting equality of opportunity, celebrating diversity and eliminating discrimination within the life of the school in accordance with the Equality Act 2010.

---

2. Legal Duties

This policy meets the requirements of the Equality Act 2010 and the Public Sector Equality Duty (PSED).

Under this duty, schools must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- 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.

The protected characteristics identified within the Equality Act are:

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

As a Voluntary Aided Catholic school, the Governing Body may exercise certain exemptions permitted within legislation in order to preserve the Catholic character and religious ethos of the school.

---

2. Our Commitment to Equality

All Hallows Catholic High School is committed to ensuring that:

- Everyone is treated fairly and with dignity and respect.
- The school is a safe, secure and welcoming environment for all.
- Discrimination, harassment and bullying are not tolerated.
- Diversity within the school community is respected and celebrated.
- Barriers to participation and achievement are identified and removed wherever possible.

Equality is promoted through:

- An inclusive and broad curriculum
- Collective worship and the Catholic life of the school
- Personal Development and pastoral support programmes
- Anti-bullying procedures
- Safeguarding policies
- Staff training and professional development

---

3. Roles and Responsibilities

Governing Body

The Governing Body will:

- Ensure the school complies with equality legislation.
- Monitor the impact of policies on equality and inclusion.
- Set and review equality objectives at least every four years.
- Ensure the Catholic ethos of the school promotes dignity and respect for all.

Headteacher

The Headteacher will:

- Provide leadership in promoting equality and inclusion.
- Ensure this policy is implemented effectively across the school.
- Monitor outcomes for different groups of pupils.
- Ensure staff receive appropriate equality training.

Staff

All staff are responsible for:

- Promoting equality and inclusion in their teaching and interactions.
- Challenging discriminatory behaviour, language or attitudes.
- Supporting pupils who experience disadvantage or discrimination.
- Acting as positive role models for pupils.

Pupils

Pupils are expected to:

- Treat others with dignity and respect.
- Celebrate the diversity within the school community.
- Challenge bullying and discrimination.
- Contribute to a positive and inclusive school environment.

---

4. Advancing Equality of Opportunity

The school works actively to remove barriers to learning and participation by:

- Monitoring pupil attainment, progress and behaviour data across different groups.
- Identifying and addressing achievement gaps.
- Providing targeted interventions where needed.
- Making reasonable adjustments for pupils with disabilities.

- Supporting pupils with additional needs.

---

5. Fostering Good Relations

All Hallows Catholic High School promotes respect and understanding through:

- Religious Education lessons
- Collective worship and liturgical celebrations
- Personal Development curriculum
- Cultural awareness activities
- Anti-bullying initiatives
- Opportunities for pupils to learn about different cultures and beliefs

These activities encourage pupils to develop empathy, respect and a sense of responsibility for others.

---

6. Equality Information

The school gathers and reviews equality information in order to understand the impact of policies and practices on different groups.

Information may include monitoring of:

- Pupil attainment and progress
- Behaviour and exclusions
- Attendance
- Participation in school activities
- Staff recruitment and retention

This information helps the school identify areas where action is required to improve equality and inclusion.
Equality information will be reviewed annually and published in accordance with statutory requirements.

---

7. Accessibility

The school maintains an Accessibility Plan that sets out how it will:

- Improve access to the curriculum for pupils with disabilities
- Improve the physical environment of the school
- Improve the accessibility of information

The plan is reviewed regularly by the Governing Body.

---

8. Equality Objectives

All Hallows Catholic High School has identified the following equality objectives:

1. To reduce any identified attainment gaps between disadvantaged pupils and their peers through targeted academic support and monitoring.
2. To increase participation of all pupil groups in enrichment activities, ensuring equal access to extracurricular opportunities.
3. To promote respect and understanding of diversity through curriculum development, pastoral programmes and collective worship.
4. To ensure staff training supports inclusive practice, enabling all pupils to access high-quality teaching and learning.

Progress towards these objectives will be monitored annually and reported to the Governing Body.

---

9. Monitoring and Review

The Governing Body will review this policy every four years, or sooner if required by changes in legislation or school circumstances.
The policy will be published on the school website and made available to parents, pupils and staff.