

Equality Statement

Our Mission Statement emphasises our commitment to the importance of equality:

Holy Family is a Catholic community, embracing the clear Christian values of respect, service and justice.

We are a family of many cultures sharing one faith. We exist to educate all young people towards excellence in all dimensions of their lives, recognising the uniqueness of each and the equality of all.

At Holy Family Catholic School, we are committed to ensuring equality of opportunity for all students, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background.

We carefully consider and analyse the impact of school policies on equality and the possible implications for students with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

How we have due regard for equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do. Schools are required to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010. The information below is a summary of how we are aware of this particular requirement and how we respond to it.

Holy Family Catholic School aims to be a beacon of excellence, not only in academic excellence but just as importantly in showing how people of the Catholic and other faiths, ability, gender, sexual orientation, heritage and ethnicity can form a successful, cohesive and happy community that draws from the best in each of our traditions. Together, we collaborate to foster children who are compassionate, respectful, tolerant, curious and collaborative as well as academically successful and knowledge rich. The school's work is driven by our Mission Statement.

Academic achievement

The school's internal and external examination and report data is analysed in many ways. Where data seems to indicate an inequality might exist, further exploration takes place and measures are put in place to enable any gaps in attainment to be closed.

Bullying

We deal promptly and effectively with all incidents and complaints of bullying and harassment in all forms. Those affected are kept informed of what action we have taken and their subsequent wellbeing is followed up.

Disability

We are committed to working for the equality of people with and without disabilities. As the older parts of our buildings were constructed long before DDA requirements we constantly strive to keep the building well maintained to ensure we are able to continue to meet the

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needs of all our pupils. Amendments are made to the timetables of staff or students as required.

Complaints

Our complaints procedure sets out how we deal with any complaints relating to the school. Under the Equality Act 2010, we are also required to have due regard to the need to advance equality of opportunity and foster good relations. This includes steps we are taking to tackle disadvantages and meet the needs of particular individuals and groups of students.