



# NEWMAN CATHOLIC TRUST

HEART SPEAKS TO HEART



## Equalities Policy

### 2024-25

#### Review

Review Cycle	Date of Policy	Reviewed by	Review Date
Every two years	2024-25	FBM	December 2025

#### Ratification

Role	Name	Signature	Date:
Chair of Board	Chris Izuka		December 2024
CEO	Dr Daniel Doyle		December 2024

*"Rooted in faith, we ignite a love of learning, foster inclusive education and empower every individual to achieve their utmost potential."*

At the Newman Catholic Trust, we stand united in our unwavering mission to nurture a transformative educational experience, where every child is seen, valued and cherished as a unique gift from God. Rooted in faith, we ignite a love for learning that awakens curiosity, sparks imagination and fuels a lifelong journey of discovery.

Guided by the teachings of Christ and inspired by the profound wisdom of our namesake, Saint John Henry Newman, we strive to foster a community where inclusion is lived, diversity is embraced and every individual is empowered to fulfil their highest potential. As Newman said, *"To live is to change and to be perfect is to have changed often."* We believe that education is a sacred journey of continual transformation—intellectually, spiritually and personally. We believe that true education is not just about knowledge, but about shaping hearts and minds, cultivating resilience and nurturing the whole person.

Our vision is simple yet profound: to be a beacon of hope and excellence, where students are not only academically accomplished but spiritually enriched and personally empowered to make a difference in the world. In all that we do, we strive to embody our core values:

- **Christ/Child Centred:** Placing the Gospel values, the teachings of Christ and the well-being of each child at the heart of every action we take.
- **Inclusive and Consultative:** Ensuring open communication and engagement with all members of our community.
- **Caring:** Showing empathy, understanding and support in navigating any challenges that may arise.
- **Transparent:** Fostering openness and honesty in all our interactions.
- **Strategic:** Approaching all matters with careful planning and consideration for the wider community.
- **Professional:** Maintaining the highest standards of conduct and integrity in our decision-making.
- **Accountable:** Taking responsibility for our actions and fulfilling our commitment to ensuring a safe and nurturing environment for all.

## COMMITMENT TO EQUALITY

The Cardinal Newman Catholic Educational Trust (Newman Catholic Trust) is committed to providing a positive working and learning environment that is rooted in respect, dignity and inclusion, as guided by the principles of Catholic Social Teaching. Our policies are designed to reflect and embed these principles, ensuring that human dignity and the common good remain central to all aspects of Trust and school life. These policies are regularly reviewed to remain relevant and impactful.

We are dedicated to fostering a culture where everyone—staff, pupils, volunteers and families—feels valued and is treated fairly. Discrimination, harassment, bullying and victimisation have no place in our Trust and we actively work to ensure equality of opportunity for all, regardless of background or circumstance.

Our commitment extends to recognising and celebrating the unique perspectives, experiences and talents that diversity brings. By doing so, we strengthen our ability to innovate, educate and serve our communities in alignment with our Catholic ethos.

While maintaining an inclusive approach, we uphold the guidance of the Bishops' Memorandum on the Appointment of Teachers to Catholic Schools, which prioritises the recruitment of practising Catholics for roles central to the Catholic mission, while valuing the contributions of teachers of other faiths and beliefs.

## EQUALITY AND THE LAW

This Equality and Diversity Policy is fully compliant with the Equality Act 2010, which consolidates previous equalities legislation. It ensures that the Newman Catholic Trust gives due regard to the needs of individuals and groups with protected characteristics, including:

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

Our policies and practices are designed to meet or exceed these legal requirements, ensuring fairness and opportunity for all members of our community.

## DEFINITIONS

For clarity and transparency, we adopt the following definitions:

- **Diversity:** Recognising, valuing and leveraging differences in backgrounds, knowledge, skills and experiences to enhance creativity, efficiency and innovation.
- **Direct discrimination:** Treating someone less favourably due to a protected characteristic.
- **Indirect discrimination:** Applying a provision, criterion, or practice equally to all, which disadvantages individuals with a protected characteristic.
- **Harassment:** Violating an individual's dignity or creating an intimidating, hostile, degrading, or offensive environment linked to a protected characteristic.
- **Victimisation:** Treating someone poorly because they have made or supported a complaint about discrimination or harassment.

## NEWMAN CATHOLIC TRUST'S APPROACH TO EQUALITY

Equality is central to our Trust's culture, ethos and values. We work proactively to ensure equality, diversity and inclusion are embedded in all policies and procedures. These values underpin our strategic aims and operational practices, ensuring that our schools remain places where everyone can thrive.

The Trust Board and Local Governing Committees are responsible for monitoring progress towards achieving these goals. Objectives are aligned with the Trust's Strategic Plan and tailored to the unique contexts of each school community.

## AIMS

We aim to:

1. Actively challenge and eliminate unlawful discrimination, harassment and victimisation across all areas of Trust and school life.
2. Promote fairness and justice in all we do, recognising that achieving equality may involve treating people differently to address specific needs.
3. Ensure that all recruitment, employment, promotion and training processes are equitable and offer opportunities for everyone to excel.
4. Celebrate the individuality and cultural diversity of the communities we serve, fostering mutual respect and understanding.
5. Recognise and address the links between prejudice, stereotyping and ignorance, promoting positive attitudes and social cohesion through our work.
6. Support all pupils and staff in realising their potential by creating an environment that nurtures talent, encourages ambition and removes barriers to success.

## OBJECTIVES:

Objective	KPIs	Actions:	Reporting Channels
<b>Educational objectives:</b>			
Objective: Continue to narrow the attainment gap for disadvantaged children and vulnerable groups.	<p>KPI: Increase the percentage of disadvantaged children (including Pupil Premium pupils and Free School Meals) achieving their predicted grades in core subjects (Reading, writing &amp; Maths).</p> <p>KPI: Increase the percentage of pupils from vulnerable groups (e.g., looked-after children, minority ethnic groups) achieving age-related expectations or making at least "good" progress from starting points by the end of KS2.</p>	<p>Action Deliver targeted intervention programmes, ensuring bespoke support for pupils requiring additional help.</p> <p>Action Embed Trust-wide pedagogical principles, including high-quality SEND and inclusion training for staff.</p> <p>Action Regularly monitor and analyse pupil data to identify and address gaps swiftly.</p> <p>Action Foster strong partnerships with families to create a shared commitment to pupil success.</p>	<p>Statutory test data and student outcomes Principals' Reports CEO reports to Board Ofsted reports CSI reports</p>

**Care & Safeguarding Objectives:**

<p>Objective: Create a safe and inclusive learning environment for all pupils, free from bullying and discrimination based on protected characteristics.</p>	<p>KPI: Reduce the number of reported incidents of bullying and discrimination</p> <p>KPI: Increase the percentage of pupils who feel safe and supported at school as measured by pupil surveys.</p>	<p>Action: Ensure a comprehensive Behaviour Policy is in place which addresses discrimination and racism - including clear reporting procedures and sanctions for any violations.</p> <p>Action: Further, strengthen pupil voice across the Trust - ensure school councils and Chaplaincy Teams discuss and address concerns and suggestions related to equality and inclusion.</p>	<p>Safeguarding audits Principals' Reports CEO reports to Board Ofsted reports CSI reports Stakeholder surveys</p>
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**Workforce/Operational Objectives:**

<p>Objective: Work to actively increase diversity across governance and staffing, ensuring fair representation at all levels.</p>	<p>KPI: Monitor the percentage of staff from minority ethnic groups and ensure there is fair representation across all levels of Trust life.</p> <p><b>KPI:</b> Improve minority ethnic representation in leadership and governance roles by 2029.</p> <p>KPI: Monitor and review accessibility arrangements and ensure staff with disabilities are able to access fair and equal opportunities.</p>	<p>Action: Review recruitment and selection procedures to ensure they are fair and inclusive for all applicants.</p> <p>Action: Partner with diverse universities and colleges to attract a wider pool of potential teachers.</p> <p>Action: Implement a program of sharing best-practice so governors are able to work with and learn from the diverse and different groups and communities we have in our schools and across the Trust.</p>	<p>Stakeholder surveys. CEO and CFO reporting linked to Trust profile and employee statistics HR Records</p>
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**Catholic Ethos Objectives:**

<p>Objective: <b>Promote Catholic Social Teaching values e.g. solidarity and social justice within the Trust and its schools.</b></p>	<p>KPI: Increase the percentage of pupils who participate in social justice projects or initiatives.</p> <p>KPI:</p>	<p>Action: Integrate Catholic Social Teaching into the curriculum and school ethos.</p> <p>Action:</p>	<p>CSI inspection reports CEO Report Principals' Reports Stakeholder surveys Outcomes from charity work and initiatives/fundraising</p>
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	<p>Increase the number of partnerships with Catholic charities and community organisations.</p>	<p>Encourage pupils to participate in volunteering and service-learning opportunities that benefit the wider community.</p> <p>Action: Organise regular events, including a Trust-wide initiative, which celebrates the diversity of cultures and faiths within the Catholic tradition.</p>	<p>Trust newsletter</p>
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**OPERATIONAL Notes:**

1. We will ensure each school makes appropriate reasonable adjustments to operating practices, equipment and premises to ensure that no pupil, employee or volunteer is put at a substantial disadvantage.
2. We seek to ensure that all pupils have equal access to the full range of educational opportunities provided in our schools.
3. Schools will produce Accessibility Plans which are part of asset management planning and will review periodically.
4. We undertake not to discriminate unfairly against any applicant on the basis of a criminal record or other information revealed. All schools are, however, required at all times to comply with all relevant laws and regulations relating to Keeping Children Safe in Education. Safeguarding will remain paramount.
5. Where there is a limitation on the number of people to whom we can provide a service or where applicants for services, employment or volunteering exceed the number of vacancies available we ensure selection procedures are fairly applied and reflect our ability to offer the appropriate level of service or the applicants' suitability for the vacancy.
6. Anyone found to be discriminating intentionally or unintentionally will face appropriate action, in the case of employees or volunteers, this includes disciplinary action.
7. We protect people against detriment or dismissal by raising concerns about matters within our organisation that are in the public interest.
8. We are committed to providing opportunities for pupils and staff to utilise their God given gifts and talents within our Company and its schools.
9. We are committed to valuing volunteers by providing support and training and ensuring suitability for the activities with which they may become involved, as we would employees, this includes training in the areas of our ethos, values and policies. We are committed to integrating the services of volunteers with our employees, recognising the difference between employed and volunteer status.